

**INDEPENDENT SCHOOL
DISTRICT #624**



**SCHOOL BOARD
MEETING PACKET**

October 14, 2024

Independent School District No. 624

MISSION STATEMENT

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- *Students who design and create their own future*
- *A culture that respects diverse people and ideas*
- *Safe, nurturing and inspiring experiences*
- *Exceptional staff and families committed to student success*
- *Abundant and engaged community partners*

INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110

To: Members of the School Board

From: Dr. Wayne Kazmierczak
Superintendent of Schools

Date: October 9, 2024

A meeting of the White Bear Lake Area School Board will be held on **Monday, October 14, 2024** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting is open to the public.

AGENDA

A. PROCEDURAL ITEMS

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Approve Agenda
5. Consent Agenda
 - a) Approval of Minutes
 - b) Payment of Invoices
 - c) Acceptance of Gifts
 - d) Approve Field Trips
 - e) Human Resources Items
 - f) Quarterly Investment Update

B. PUBLIC FORUM

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot.
2. Public Forum will be open for up to 30 minutes. (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made.
3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563.

4. The School Board Chair will call speakers to the microphone and will recognize one speaker at a time. Speakers must be in person to be recognized. Only those individuals who have been recognized by the School Board Chair will be allowed to speak during the public comment period.
5. School District policy and data privacy laws preclude the School Board from publicly discussing personnel and student matters or data, including information, which, if discussed in a public meeting could violate law or policy.
6. Members of the public may not engage in conduct that materially and substantially disrupts any part of a School Board meeting, or that otherwise impedes the School Board's ability to conduct its business in an orderly and efficient fashion.
7. If a speaker violates any of the established procedures or engages in any prohibited conduct, the Board Chair will rule the speaker out of order.
8. An appropriate school district official may be assigned to contact the speaker with answers to their questions or with follow-up information.
9. A handout on the purpose of the Public Forum and the process is available at each regular School Board meeting.
10. Citizens may be asked to address the School Board on a particular subject during the discussion of that item.

C. INFORMATION ITEMS

1. Student Recognition
2. Activities & Athletics Update

D. DISCUSSION ITEMS

1. First Reading of School Board Policies:
 - a. 404, Employment Background Checks;
 - b. 405, Veterans Preference;
 - c. 541, Tutoring of Students;
 - d. 599, Academic Recognition.The policies listed above will be on the November 12, 2024 agenda or subsequent agenda for a second reading.

E. OPERATIONAL ITEMS

1. Action on 2025 Medical and Dental Insurance Rates
2. Action on School Board Policies:
 - a. 507, Corporal Punishment and Prone Restraint;
 - b. 507.5, School Resource Officers;
 - c. 532, Use of Peace Officers and Crisis Teams to Remove Students From School Grounds;
 - d. 608, Instructional Services;

- e. 616, School district System Accountability;
- f. 620, Credit for Learning;
- g. 806, Crisis Management Policy.

F. BOARD FORUM

G. ADJOURNMENT

A. PROCEDURAL ITEMS

AGENDA ITEM: **Consent Agenda**
MEETING DATE: **October 14, 2024**
SUGGESTED DISPOSITION: **Action Items**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

The Consent Agenda is designed to expedite the handling of routine and miscellaneous official business of the School Board. The entire agenda may be adopted by the Board in one motion. The motion for adoption is not debatable and must receive unanimous approval. By request of an individual Board member, an item can be removed from the Consent Agenda and placed upon the regular agenda for consideration and action.

Consent Agenda

- a) Approval of Minutes
- b) Payment of Invoices
- c) Acceptance of Gifts
- d) Field Trip Request(s)
- e) Human Resources Items
- f) Quarterly Investment Report

RECOMMENDED ACTION:

BE IT RESOLVED by the School Board of Independent School District No. 624 that Consent Agenda items, A-5a through A-5f, be approved as written, and a copy of the agenda items is attached to the minutes.

AGENDA ITEM: **School Board Minutes**
MEETING DATE: **October 14, 2024**
SUGGESTED DISPOSITION: **Action Item**
CONTACT PERSON(S): **Scott Arcand, School Board Clerk**

BACKGROUND:

The School Board minutes from last month's meeting are being presented for approval by the School Board.

RECOMMENDED ACTION:

Approve minutes.

**INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110**

A meeting of the White Bear Lake Area School Board was held on **Monday, September 9, 2024** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting was open to the public and a recording is posted on the website.

AGENDA

A. PROCEDURAL ITEMS

1. Chair Ellison called the meeting to order at 5:30 p.m.
2. Roll Call - Present: Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Absent: none.
Ex-officio: Kazmierczak.
3. Pledge of Allegiance.
4. Thompson moved and Newmaster seconded to approve the agenda as presented.
Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.
5. Induction of Student Representative - Dr. Wayne Kazmierczak, Superintendent introduced Lydia Kleinhans, 12th grade student at White Bear Lake Area High School as the 2024-25 Student Representative to the School Board.
6. Streiff Oji moved and Daniels seconded to approve the consent agenda consisting of:
 - a) Minutes for Board meeting on August 12, 2024, and August 26, 2024;
 - b) Invoices based upon a random sample, all of which met the standards and guidelines as set by the School Board;
 - c) Resolution regarding acceptance of gifts with thank you letters directed to the donors;
 - d) Field trips;
 - e) Resolution regarding personnel items to include:
 - RESIGNATION/TERMINATION/NON-RENEWAL – CLASSIFIED STAFF
 - ALLEN ANDERSON – Custodian - TEC/Transportation
Employed by District 624 since 08/08/2023
Effective Date: 09/04/2024
 - AMINA BOULALEH – Paraeducator - Normandy Park
Employed by District 624 since 01/22/2024
Effective Date: 06/06/2024
 - KATHLEEN ETTER – AA - Manager/Coordinator - TEC
Employed by District 624 since 11/28/2022
Effective Date: 09/05/2024
 - PRISCILLA FISCHER – Paraeducator - Otter Lake Elementary
Employed by District 624 since 08/30/2021
Effective Date: 06/06/2024
 - EMILY KNONSCHABLE – Paraeducator - WBLAHS
Employed by District 624 since 10/31/2022
Effective Date: 06/06/2024
 - JOANN ORLIKOWSKI – Paraeducator - Oneka Elementary
Employed by District 624 since 02/27/2023
Effective Date: 06/06/2024

- YINA PETERSON – NS Assistant - Mariner Middle School
Employed by District 624 since 09/02/2023
Effective Date: 09/03/2024
- JEREMY SCHURR – HD Custodian Engineer - Birch Lake Elementary & Central Middle School
Employed by District 624 since 03/25/2024
Effective Date: 9/13/2024
- ERYN SLAGLE – AA - Associate Principal - Central Middle School
Employed by District 624 since 08/05/2022
Effective Date: 08/23/2024
- APRIL WAGNER – Lunchroom & Playground Supervisor - Otter Lake Elementary
Employed by District 624 since 09/27/2023
Effective Date: 06/06/2024
- **RESIGNATION/TERMINATION/NON-RENEWAL – NON-AFFILIATED STAFF**
- ALEXANDER HENNESSEY – OST Assistant Coordinator - District Center
Employed by District 624 since 05/03/2021
Effective Date: 09/06/2024
- **RETIREMENT – CLASSIFIED STAFF**
- KAREN DYE – Paraeducator - Central Middle School
Employed by District 624 since 11/27/2006
Effective Date: 06/06/2024
- MARY JANE LINK – Paraeducator - Birch Lake Elementary
Employed by District 624 since 01/22/2018
Effective Date: 06/06/2024
- **RETIREMENT – CERTIFIED STAFF**
- MICHAEL MCCOLLOUGH – Social Studies Teacher - WBLAHS
Employed by District 624 since 08/24/1998
Effective Date: 06/07/2024
- **RETIREMENT – NON-AFFILIATED STAFF**
- JAMES MARIER – Level II Field Technician - District Wide
Employed by District 624 since 04/03/2000
Effective Date: 10/31/2024
- **EXTRA ASSIGNMENT – CERTIFIED STAFF**
- MICHAEL ANDRES – .2 Science Teacher - Mariner Middle School
MA +60, step 13, \$21,743.80
Effective Date: 08/26/2024 - 06/09/2025
- MICHAEL BICKEL – .2 FTE Social Studies Teacher - Mariner Middle School
MA + 60, step 8, \$15,325.80
Effective Date: 08/26/2024 - 06/09/2025
- ERIN GRIFFIN – .2 FTE Language Arts Teacher - Mariner Middle School
MA, step 5, \$12,500.20
Effective Date: 08/26/2024 - 06/09/2025
- ANNE HITTESDORF – .15 FTE Special Education Teacher - WBLAHS
MA +60, step 13, \$3,923.43
Effective Date: 08/26/2024 - 11/01/2024
- DUSTIN HOLMAN – .2 FTE Physical Education Teacher - WBLAHS
MA +60, step 12, \$9,298.02

Effective Date: 08/26/2024 - 01/17/2025
 JULIE HOPKINS – .2 FTE Math Teacher - Mariner Middle School
 MA + 60, step 13, \$20,734.80
 Effective Date: 08/26/2024 - 06/09/2025
 VICTORIA LEISTICO – .2 Art Teacher - Central Middle School
 MA, step 12, \$16,587.60
 Effective Date: 08/26/2024 - 06/09/2025
 ERIK LEPISTO – .1 FTE Social Studies Teacher - Central Middle School
 MA + 15, step 5, \$5,668.20
 Effective Date: 08/26/2024 - 06/09/2025
 CARLEY LUNZER-KERR – .2 Math Teacher - Mariner Middle School
 BA, step 1, \$10,251.40
 Effective Date: 08/26/2024 - 06/09/2025
 KATHERINE MARSH – .2 FTE Health Teacher - WBLAHS
 MA +60, step 13, \$5,023.37
 Effective Date: 08/26/2024 - 11/01/2024
 MARK MISGEN – .1 FTE Physical Education Teacher - Mariner Middle School
 MA +60, step 13, \$10,871.90
 Effective Date: 08/26/2024 - 06/09/2025
 MARIAH MOILANEN – .1 FTE Social Studies Teacher - ALC
 BA, step 4, \$2,159.80
 Effective Date: 08/26/2024 - 01/17/2025
 MICHELE NORCROSS – .1 FTE Language Arts Teacher - ALC
 MA, step 13, \$4,413.58
 Effective Date: 08/26/2024 - 01/17/2025
 JEREMY POST – .2 FTE Physical Education Teacher - WBLAHS
 MA +60, step 13, \$10,740.70
 Effective Date: 08/26/2024 - 01/17/2025
 CARRIE REISDORFER – .1 FTE Social Studies Teacher - Central Middle School
 MA + 60, step 13, \$10,796.40
 Effective Date: 08/26/2024 - 06/09/2025
 JAKE ZISLA – .15 FTE Special Education Teacher - WBLAHS
 MA +60, step 13, \$3,767.53
 Effective Date: 08/26/2024 - 11/01/2024
 ➤ **CHANGE IN ASSIGNMENT – CLASSIFIED STAFF**
 PRISCILLA FISCHER – From Early Childhood Assistant - Otter Lake Elementary
 To Paraeducator - Normandy Park
 From 4.5 hours/day To 3 hours/day
 From \$21.52 To \$23.69
 Effective Date: 09/02/2024
 AMY KLEIST – From Media Clerk - Central & Mariner Middle School
 To AA Out of School Time Programs - District Center
 From \$23.96 To \$26.59
 Effective Date: 08/27/2024
 LINDSAY LANG – From Full-time Building Reserve - Central Middle School
 To Media Clerk- Central & Mariner Middle School
 Effective Date: 08/26/2024
 KARL LASCH – From Pupil Support Assistant - Central Middle School
 To Student Supervisor - Central Middle School

From 6.5 hours/day To 7.45 hours/day

Effective Date: 09/02/2024

EMILY SCHWEIGER – From Lunchroom Assistant - Vadnais Heights Elementary
To Paraeducator - WBLAHS

From 2.5 hours/day To 6.5 hours/day

Effective Date: 09/03/2024

HEIDI SIEBENALER – Nutrition Service Production Lead - Central Middle School

From 5.75 hours/day To 6.25 hours/day

Effective Date: 09/02/2024

➤ **RETURN FROM LEAVE OF ABSENCE – CERTIFIED STAFF**

EMILY RAY – Music Teacher - Central & Mariner Middle School

Employed by District 624 since 08/19/2019

Effective Date: 08/26/2024

➤ **TEMPORARY CHANGE IN ASSIGNMENT – CERTIFIED STAFF**

LAURA SCHLEEDE – Social Worker - Lincoln Elementary

From .6 FTE To 1.0 FTE

Effective Date: 2024-2025 School Year

➤ **PART-TIME LEAVE OF ABSENCE – CERTIFIED STAFF**

DAWN BRUESS – Special Education Teacher - Matoska International

Position .8 FTE (Leave 0.3 FTE)

Effective Date: 2024-2025 school year

➤ **NEW PERSONNEL – CLASSIFIED STAFF**

MEGAN ANDERSON – NS Assistant - Oneka Elementary

\$19.31 per hr. 23.75 hrs. per wk.

Effective Date: 09/02/2024

GRACE ARMSTRONG – OST Program Assistant - Willow Lane Elementary

\$18.50 per hr. 17.5 hrs. per wk.

Effective Date: 08/26/2024

KARI BIBEAU – NS Assistant - WBLAHS

\$19.31 per hr. 18.75 hrs. per wk.

Effective Date: 09/02/2024

VICKIE BJORKMAN – NS Assistant - WBLAHS

\$19.31 per hr. 18.75 hrs. per wk.

Effective Date: 09/02/2024

ANDREA BOYER – OST Program Assistant - Oneka Elementary

\$18.50 per hr. 17.5 hrs. per wk.

Effective Date: 09/04/2024

HOLLI BRAASCH – NS Assistant - Mariner Middle School

\$19.31 per hr. 18.5 hrs. per wk.

Effective Date: 09/02/2024

CATHERINE BYRD – OST Program Assistant - Matoska International

\$18.50 per hr. 17.5 hrs. per wk.

Effective Date: 08/26/2024

ERIK CHRISTENSEN – Paraeducator - North Star Elementary

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 09/02/2024

ABIGAIL CLINCH – OST Program Assistant - Oneka Elementary

\$18.50 per hr. 19.75 hrs. per wk.

Effective Date: 09/02/2024

SHARON CLINCH – Admin Assistant - Associate Principal - Mariner Middle School
\$22.45 per hr. 40 hrs. per wk.
Effective Date: 08/22/2024

EDUARDO CORTES – Bus Driver - Bus Garage
\$26.19 per hr. 30.85 hrs. per wk.
Effective Date: 09/03/2024

KELLY DESMET – Paraeducator - Matoska International
\$22.91 per hr. 32.5 hrs. per wk.
Effective Date: 09/02/2024

JULIA FAVORS – Paraeducator - Mariner Middle School
\$22.91 per hr. 32.5 hrs. per wk.
Effective Date: 09/03/2024

DARNISHA HANNA – NS Assistant - WBLAHS
\$19.31 per hr. 18.75 hrs. per wk.
Effective Date: 09/02/2024

MEGAN HENNING – Custodian - WBLAHS
\$22.79 per hr. 40 hrs. per wk.
Effective Date: 08/19/2024

KALEY MEYER-RHOADES – Paraeducator - Central Middle School
\$22.91 per hr. 32.5 hrs. per wk.
Effective Date: 09/04/2024

REBECCA HOLLENBECK – NS Assistant - WBLAHS
\$19.31 per hr. 18.75 hrs. per wk.
Effective Date: 09/02/2024

ROSS HOLMULUND – Bus Driver - Bus Garage
\$26.19 per hr. 32.9 hrs. per wk.
Effective Date: 09/03/2024

JOJEAN HOOK – Bus Driver - Bus Garage
\$26.19 per hr. 36 hrs. per wk.
Effective Date: 09/03/2024

MARK KLUGE – Bus Driver - Bus Garage
\$26.19 per hr. 30 hrs. per wk.
Effective Date: 09/03/2024

SAVANNAH LANE – Paraeducator - WBLAHS
\$22.91 per hr. 32.5 hrs. per wk.
Effective Date: 09/02/2024

EVA METZLER – OST Program Assistant - Vadnais Heights Elementary
\$18.50 per hr. 15 hrs. per wk.
Effective Date: 08/26/2024

SHANNON MCINTEE – Early Childhood Assistant - Willow Lane Elementary
\$21.52 per hr. 27.5 hrs. per wk.
Effective Date: 09/02/2024

ALEXANDER OAKLAND – Custodian - Normandy Park & Vadnais Heights Elementary
\$22.79 per hr. 40 hrs. per wk.
Effective Date: 08/26/2024

TIFFANY PAVLAK – NS Assistant - Lincoln Elementary
\$19.31 per hr. 15 hrs. per wk.
Effective Date: 09/02/2024

YINA PETERSON – NS Assistant - WBLAHS
 \$19.31 per hr. 18.75 hrs. per wk.
 Effective Date: 09/02/2024
 BETSY REILLY – Health Assistant - North Star Elementary
 \$23.05 per hr. 37.5 hrs. per wk.
 Effective Date: 08/26/2024
 REBEKAH ROCKFORD – Early Childhood Assistant - Willow Lane Elementary
 \$21.52 per hr. 27.5 hrs. per wk.
 Effective Date: 09/02/2024
 PAULA SAWACKE – NS Assistant - WBLAHS
 \$19.31 per hr. 18.75 hrs. per wk.
 Effective Date: 09/02/2024
 TAMARA SCARAMUZZO – NS Assistant - Mariner Middle School
 \$19.31 per hr. 18.5 hrs. per wk.
 Effective Date: 09/02/2024
 THERESA SKAAR – NS Assistant - WBLAHS
 \$19.31 per hr. 18.75 hrs. per wk.
 Effective Date: 09/02/2024
 JUDD SMITH – Custodian - Central Middle & WBLAHS
 \$22.79 per hr. 40 hrs. per wk.
 Effective Date: 08/19/2024
 TODD SOULE – Custodian - Mariner Middle School
 \$22.79 per hr. 20 hrs. per wk.
 Effective Date: 08/19/2024
 NAKITA STANLEY – Paraeducator - TEC
 \$22.91 per hr. 32.5 hrs. per wk.
 Effective Date: 09/02/2024
 BRANTLEY STEELE – Paraeducator - Vadnais Heights Elementary
 \$22.91 per hr. 32.5 hrs. per wk.
 Effective Date: 09/02/2024
 THOMAS STONEHOUSE – ADSIS Paraeducator - Matoska International
 \$22.91 per hr. 25 hrs. per wk.
 Effective Date: 09/02/2024
 ERIN SMITH SVENDSEN – Paraeducator - Normandy Park
 \$22.91 per hr. 15 hrs. per wk.
 Effective Date: 09/02/2024
 MIGUEL TAMAYO PADILLA – Bus Driver - Bus Garage
 \$26.19 per hr. 38.3 hrs. per wk.
 Effective Date: 09/03/2024
 ASHLEY THOMA – Student Supervisor - ALC
 \$22.91 per hr. 22.5 hrs. per wk.
 Effective Date: 09/02/2024
 JILL WRIGHT – NS Assistant - WBLAHS
 \$19.31 per hr. 18.75 hrs. per wk.
 Effective Date: 09/02/2024
 ➤ **NEW PERSONNEL – CERTIFIED STAFF**
 SAVANNAH GRIER – FACS Teacher - Mariner & Central Middle School
 0.6 FTE BA, step 1 \$30,754.20
 Effective Date: 08/26/2024

- KATHLEEN HATCH – Special Education Teacher - Birch Lake Elementary
1.0 FTE MA, step 2 \$57,850
Effective Date: 08/26/2024
- PETER HOLMSTROM – Social Studies Teacher - WBLAHS
1.0 FTE BA, step 2 \$52,272
Effective Date: 08/26/2024
- CHRISTA JOHNSTON – ELL Teacher - North Star & Otter Lake Elementary
1.0 FTE MA, step 2 \$75,628
Effective Date: 08/26/2024
- CATHERINE LUELLEN – 5th Grade Teacher - Matoska International
1.0 FTE MA, step 2 \$57,850
Effective Date: 08/26/2024
- ELISE O'DONNELL – Kindergarten Teacher - Willow Lane Elementary
1.0 FTE MA, step 8 \$70,285
Effective Date: 08/26/2024
- COLLEEN STRAITON – ELL Teacher - Willow Lane, ALC & TEC
0.6 FTE BA + 60, step 9 \$40,503
Effective Date: 08/26/2024
- EMILY TOOT – Kindergarten Teacher - North Star Elementary
1.0 FTE MA+60, step 9 \$79,054
Effective Date: 08/26/2024
- ANTHONY TYUS – Physical Education Teacher - Mariner Middle School
1.0 FTE BA, step 6 \$56,986.00
Effective Date: 08/26/2024
- **NEW PERSONNEL – NON-AFFILIATED STAFF**
- GRIFFIN HENJUM – OST Site Supervisor - Matoska International
 40 hrs. wk. \$61,880 annually
 Effective Date: 08/27/2024
- TASHA MORLEY – Chemical Health Specialist - ALC
 40 hrs. wk. \$65,738.00 annually
 Effective Date: 08/26/2024
- JESSICA WERLEIN – OST Site Supervisor - Matoska International
 40 hrs. wk. \$64,364 annually
 Effective Date: 08/14/2024
- **TEMPORARY - CLASSIFIED STAFF**
- STEPHANIE LANNERS – Paraeducator - Oneka Elementary
 From 29.5 hrs. per wk., To 35 hrs. per wk.,
 Effective Date: 2024-2025 School Year
- **TEMPORARY - CERTIFIED STAFF**
- TAMARA BALDES – Full Time Building Reserve - ALC
 \$210/per day, 40 hrs per week
 Effective Date: 2024-2025
- DAVID TRUAX – Full Time Building Reserve - WBLAHS
 \$210/per day, 40 hrs per week
 Effective Date: 2024-2025
- **LONG TERM SUBSTITUTE - CERTIFIED STAFF**
- JILL ENGWER – Science Teacher - ALC
 1.0 FTE BA, step 1 \$22,061.64
 Effective Date: 08/26/2024 - 12/25/2024
- SARAH FLYNN – 1st Grade Teacher - Willow Lane Elementary
 1.0 FTE BA, step 2 \$22,229
 Effective Date: August 26, 2024 - December 20, 2024
- TODD POEPARD – School Counselor - Mariner Middle School
 1.0 FTE MA + 15, step 13 \$21,973.22

Effective Date: 08/26/2024 - 11/1/2024

SARAH TSCHUMPERLIN – 3rd Grade Teacher - Lakelaires Elementary

1.0 FTE BA, step 2 \$52,272

Effective Date: 2024-2025 School Year

MATTHEW VAN BOOVEN – Social Studies Teacher - WBLAHS

1.0 FTE BA, step 10 \$27,348.49

Effective Date: 08/26/2024 - 01/24/2025

➤ **LONG TERM SUBSTITUTE - CLASSIFIED STAFF**

JENNIFER FRENCH – NS Assistant - Matoska International

\$19.31 per hr. 23.8 hrs. per wk.

Effective Date: 09/02/2024 - 06/06/2025

TIFFANY WHITTIER – Paraeducator - Otter Lake Elementary

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 09/02/2024 - 11/25/2024

Roll call vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.

B. PUBLIC FORUM

C. INFORMATION ITEMS

1. Superintendent's Report - Lydia Kleinhans, Student Representative to the School Board gave a report about the exciting start of the school year in the combined high school building, fall sports, and the high school musical. Dr. Kazmierczak spoke about welcoming students back for the 2024-25 school year. He also mentioned how to stay connected with the district on social media. He finished with information on the senior community member activity pass.
2. Opening School Report - Members of the Leadership Team gave an update on the work done this summer to help students, staff, and families get off to a good start this school year.

D. DISCUSSION ITEMS

1. Summary of Superintendent's Evaluation - To the extent permitted by law, School Board members publicly commented on the results of the 2023-24 performance evaluation with the superintendent that was reviewed at the August 26, 2024 work session in a closed session pursuant to Minnesota Statutes 13D.05, Subd. 3(a).
2. First Reading of School Board Policies: a) 507, Corporal Punishment and Prone Restraint; b) 507.5, School Resource Officers; c) 532, Use of Peace Officers and Crisis Teams to Remove Students From School Grounds; d) 608, Instructional Services; e) 616, School district System Accountability; f) 620, Credit for Learning; and g) 806, Crisis Management Policy. The policies listed above will be on the October 14, 2024 or subsequent agenda for a second reading.

E. OPERATIONAL ITEMS

1. Beloyed moved and Newmaster seconded to approve the Action on Tentative Agreement – 2023-25 Fiscal Year Extended Day Staff. ***Roll call vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.***
2. Arcand moved and Thompson seconded to approve the Action on School Board Policies: a) 102, Equal Educational Opportunity; b) 204, School Board Meeting Minutes; c) 413, Harassment and Violence; d) 416, Drug, Alcohol, and Cannabis

Testing; e) 418, Drug-Free & Alcohol-Free Workplace/Drug-Free & Alcohol-Free School; f) 425, Staff Development and Mentoring; g) 503, Student Attendance; h) 506, Student Discipline; i) 509, Enrollment of Nonresident Students; j) 512, School Sponsored Student Publications and Activities; k) 513, Student Promotion, Retention and Program Design; l) 515, Protection and Privacy of Student Records; m) 516, Student Medication and Telehealth; n) 521, Student Disability Nondiscrimination; o) 524, Internet, Technology, and Cell Phone Acceptable Use and Safety; p) 535, Service Animals on School Property; q) 601, School District Curriculum and Instruction Goals; r) 603, Curriculum Development; s) 604, Instructional Curriculum; t) 609, Religion and Religious and Cultural Observances; u) 613, Graduation Requirements; v) 615, Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans and LEP Students; w) 619, Professional Development for Standards; x) 624, Online Instruction; y) 707, Transportation of Public School Students; z) 708, Transportation of Nonpublic School Students; aa) 709, Student Transportation Safety; and bb) 802, Disposition of Obsolete Equipment and Material.
Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried

F. BOARD FORUM

G. ADJOURNMENT Arcand moved and Daniels seconded to adjourn the meeting at 6:58 p.m. ***Voice vote: Ayes, Beloyed, Daniels, Ellison, Newmaster, Streiff Oji, Thompson, Arcand. Nays, none. Motion carried.***

Submitted by: Scott Arcand, clerk

INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110

A work session of the White Bear Lake Area School Board was held on **Monday, September 23, 2024** at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN. This meeting was open to the public and a recording is posted on the website.

AGENDA

A. PROCEDURAL ITEMS

1. Call to Order - Chair Ellison called the meeting to order at 5:30 p.m.
2. Roll Call - Present: Daniels, Ellison, Newmaster, Arcand. Absent: Beloyed Streiff Oji, Thompson.

B. DISCUSSION ITEMS

1. Early Childhood Update - Tim Maurer, Director of Community Services and Recreation, Lisa Ouren, Director of Student Support Services, and Kristen Nelson, Assistant Director of Early Childhood gave an update on the Early Childhood Program.
2. Transition Education Center Update - Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning, Lisa Ouren, Director of Student Support Services, and Sara Derby, Assistant Director of Student Support Services gave an update on the Transition Education Center programs.

C. OPERATIONAL ITEMS

1. Newmaster moved and Daniels seconded to approve the action on the Certification for 2024 Payable 2025 Preliminary Property Tax Levy. ***Roll call vote: Ayes, Daniels, Ellison, Newmaster, Arcand. Nays, none. Motion carried.***

D. ADJOURNMENT - Arcand moved and Daniels seconded to adjourn the meeting at 6:10 p.m. ***Voice vote: Ayes, Daniels, Ellison, Newmaster, Arcand. Nays, none. Motion carried.***

Submitted by: Scott Arcand, clerk

AGENDA ITEM: **Monthly Check Registers**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent of Finance and Operations;**
Andi Johnson, Director of Finance

BACKGROUND:

Enclosed in this packet are the monthly check registers for the previous period.

RECOMMENDED ACTION:

Administration recommends that the Board approve the payments itemized in the check registers.

White Bear Lake Area Schools
Electronic Transfers - September 2024

		<u>9/13/2024</u>	<u>9/30/2024</u>
Direct Deposit	900715468 - 900716814	2,244,723.74	
Direct Deposit	900716815 - 900718252		2,545,231.93
		<hr/>	

Check Number	Vendor	Amount	Check Date	Check Type
135001	LEECH LAKE BAND OF OJIBWE	(\$500.00)	9/13/2024	V
141450	BENITEZ, SHEANA	(\$1,200.00)	9/13/2024	V
141900	FOREST LAKE HIGH SCHOOL	(\$500.00)	9/18/2024	V
142878	AMAZON CAPITAL SERVICES	\$0.00	9/4/2024	C
142879	AMAZON CAPITAL SERVICES	\$0.00	9/4/2024	C
142880	AMAZON CAPITAL SERVICES	\$0.00	9/4/2024	C
142881	AMAZON CAPITAL SERVICES	\$0.00	9/4/2024	C
142882	AMAZON CAPITAL SERVICES	\$20,982.58	9/4/2024	R
142883	BENILDE ST MARGARET SCHOOL	\$340.00	9/4/2024	R
142884	BL DALSIN ROOFING	\$282,275.40	9/4/2024	R
142885	BOYER TRUCKS - LAUDERDALE	\$563.75	9/4/2024	R
142886	BRECK SCHOOL	\$155.00	9/4/2024	R
142887	BSN SPORTS, LLC	\$8,016.85	9/4/2024	R
142888	BUSINESS U	\$1,895.00	9/4/2024	R
142889	CAPITAL ONE TRADE CREDIT	\$1,322.88	9/4/2024	R
142890	CAPITAL ONE TRADE CREDIT	\$0.00	9/4/2024	C
142891	CAPITAL ONE TRADE CREDIT	\$0.00	9/4/2024	C
142892	CAPITAL ONE TRADE CREDIT	\$633.38	9/4/2024	R
142893	CARLETON COLLEGE	\$1,000.00	9/4/2024	R
142894	CARLETON COLLEGE	\$1,000.00	9/4/2024	R
142895	CARROT-TOP INDUSTRIES INC	\$126.48	9/4/2024	R
142896	CHESTERTON ACADEMY	\$165.00	9/4/2024	R
142897	CINTAS CORP	\$174.61	9/4/2024	R
142898	CMIEL, JOSEPH	\$19.20	9/4/2024	R
142899	COLLEGE OF ST BENEDICT	\$1,000.00	9/4/2024	R
142900	CONCORDIA ACADEMY	\$9,195.00	9/4/2024	R
142901	CONCORDIA COLLEGE - MOORHEAD	\$500.00	9/4/2024	R
142902	CONCORDIA COLLEGE - MOORHEAD	\$500.00	9/4/2024	R
142903	CORNERSTONE OCCUPATIONAL HEALTH SPECIALISTS	\$0.00	9/4/2024	C
142904	CORNERSTONE OCCUPATIONAL HEALTH SPECIALISTS	\$732.00	9/4/2024	R
142905	CRETIN-DERHAM HALL	\$1,135.00	9/4/2024	R
142906	DAKOTA COUNTY TECHNICAL COLLEGE	\$1,000.00	9/4/2024	R
142907	DE LEEUW, MICHELE K.	\$150.00	9/4/2024	R
142908	DISTRICT MANAGEMENT GROUP	\$16,200.00	9/4/2024	R
142909	DOUGLAS, SANDRA L.	\$465.00	9/4/2024	R
142910	EDGE MOBILE SHARPENING	\$1,245.00	9/4/2024	R
142911	EDUCATORS THRIVING LLC	\$14,775.00	9/4/2024	R
142912	EDWARDS CAST STONE COMPANY	\$9,351.02	9/4/2024	R
142913	FISHING LIBRARY	\$165.00	9/4/2024	R
142914	FLIBS THE FLORIDA ASSOC OF IB WORLD SCHOOLS	\$0.00	9/4/2024	C
142915	FLIBS THE FLORIDA ASSOC OF IB WORLD SCHOOLS	\$5,625.00	9/4/2024	R
142916	FRASSATI CATHOLIC ACADEMY	\$12,324.00	9/4/2024	R
142917	GOLDCOM INC	\$1,154.05	9/4/2024	R
142918	GOODRICH GOLF COURSE	\$1,232.00	9/4/2024	R
142919	GRIZZLY CONCRETE AND MASONRY	\$27,877.25	9/4/2024	R

142920 GROVES LEARNING ORGANIZATION	\$320.00	9/4/2024 R
142921 HAMLINE UNIVERSITY	\$1,000.00	9/4/2024 R
142922 HEALTHPARTNERS	\$79,760.79	9/4/2024 R
142923 HOBART SERVICE	\$883.08	9/4/2024 R
142924 HOME DEPOT CREDIT SERVICES	\$193.03	9/4/2024 R
142925 HOPE ACADEMY	\$150.00	9/4/2024 R
142926 IMPERIAL DADE	\$0.00	9/4/2024 C
142927 IMPERIAL DADE	\$0.00	9/4/2024 C
142928 IMPERIAL DADE	\$12,351.10	9/4/2024 R
142929 IOWA CENTRAL COMMUNITY COLLEGE	\$1,000.00	9/4/2024 R
142930 ISD #622 NO ST PAUL/MAPLEWOOD	\$38,114.64	9/4/2024 R
142931 ISD #917	\$6,362.26	9/4/2024 R
142932 KARLSBURGER FOODS INC	\$2,261.20	9/4/2024 R
142933 LESSONPIX	\$765.00	9/4/2024 R
142934 LINDENMEYR MUNROE	\$0.00	9/4/2024 C
142935 LINDENMEYR MUNROE	\$3,714.85	9/4/2024 R
142936 LUSARDI, MARK	\$11,590.00	9/4/2024 R
142937 MANKATO STATE UNIVERSITY	\$2,000.00	9/4/2024 R
142938 MARANATHA CHRISTIAN ACADEMY	\$620.00	9/4/2024 R
142939 MN COMMUNITY EDUC ASSOC (MCEA)	\$100.00	9/4/2024 R
142940 MIDWEST BUS PARTS INC	\$173.39	9/4/2024 R
142941 MINNEHAHA ACADEMY	\$165.00	9/4/2024 R
142942 MORITZ, CLAIRE S.	\$55.00	9/4/2024 R
142943 MURPHY WINDOW AND DOOR COMMERCIAL INC	\$8,296.20	9/4/2024 R
142944 NORTH CENTRAL TRUCK EQUIPMENT	\$2,221.25	9/4/2024 R
142945 NORTH HEIGHTS CHRISTIAN ACADEMY	\$7,090.00	9/4/2024 R
142946 NORTH ROOTS LAWN AND LANDSCAPE	\$7,623.00	9/4/2024 R
142947 NORTHFIELD LINES	\$1,576.85	9/4/2024 R
142948 ORBELL, RAY	\$140.00	9/4/2024 R
142949 PANERA LLC	\$265.40	9/4/2024 R
142950 PAR CATERERS	\$3,510.00	9/4/2024 R
142951 PAR INC	\$3,476.36	9/4/2024 R
142952 PRESS PUBLICATIONS	\$310.37	9/4/2024 R
142953 PROMETHEAN	\$1,200.00	9/4/2024 R
142954 RADAR CONSULTING LLC	\$4,000.00	9/4/2024 R
142955 RAMSEY COUNTY	\$1,600.00	9/4/2024 R
142956 RICKERT, DENNIS	\$85.00	9/4/2024 R
142957 RICKERT, PHILLIP	\$170.00	9/4/2024 R
142958 SAINT AGNES	\$3,385.00	9/4/2024 R
142959 SCHOLASTIC	\$329.67	9/4/2024 R
142960 SCOTT, RYAN	\$89.00	9/4/2024 R
142961 SCHOOL NUTRITION ASSOC (SNA)	\$1,691.00	9/4/2024 R
142962 SOUTHPAW ENTERPRISES	\$796.86	9/4/2024 R
142963 STANDARD INSURANCE COMPANY	\$39,196.50	9/4/2024 R
142964 STILL STANDING	\$6,000.00	9/4/2024 R
142965 SUMMIT ORTHOPEDICS	\$700.00	9/4/2024 R
142966 TRIMARK MARLINN LLC	\$1,262.50	9/4/2024 R

142967 TWIN CITY HARDWARE COMPANY INC	\$602.43	9/4/2024 R
142968 UNIVERSITY OF MINNESOTA	\$1,000.00	9/4/2024 R
142969 UNIVERSITY OF MINNESOTA	\$1,000.00	9/4/2024 R
142970 UNIVERSITY OF MINNESOTA	\$1,395.71	9/4/2024 R
142971 UNIVERSITY OF MINNESOTA	\$899.96	9/4/2024 R
142972 UNIVERSITY OF MINNESOTA	\$500.00	9/4/2024 R
142973 UNIVERSITY OF MINNESOTA	\$2,000.00	9/4/2024 R
142974 UNIVERSITY OF MINNESOTA DULUTH	\$14,000.00	9/4/2024 R
142975 UNIVERSITY OF MINNESOTA DULUTH	\$1,000.00	9/4/2024 R
142976 UNIVERSITY OF MINNESOTA DULUTH	\$500.00	9/4/2024 R
142977 UNIVERSITY OF WI MADISON	\$3,500.00	9/4/2024 R
142978 UNIVERSITY OF WI STOUT	\$2,500.00	9/4/2024 R
142979 UNIVERSITY OF COLORADO BOULDER	\$1,000.00	9/4/2024 R
142980 VARSITY SPIRIT FASHIONS	\$867.25	9/4/2024 R
142981 VARSITY ATHLETIC APPAREL	\$3,160.00	9/4/2024 R
142982 VENDNOVATION LLC	\$900.00	9/4/2024 R
142983 VIKING ELECTRIC SUPPLY	\$1,921.75	9/4/2024 R
142984 IUOE LOCAL 70	\$1,596.50	9/4/2024 R
142985 MINNESOTA TEAMSTERS NO. 320	\$134.00	9/4/2024 R
142986 SCHOOL SERVICE EMPLOYEES	\$1,017.32	9/4/2024 R
142987 SAAFE LLC	\$1,024,292.44	9/6/2024 R
142987 SAAFE LLC	(\$1,024,292.44)	9/6/2024 V
142988 VIDEO SERVICES, INC	\$704,998.80	9/6/2024 R
142988 VIDEO SERVICES, INC	(\$704,998.80)	9/6/2024 V
142990 SAAFE LLC	\$1,024,292.44	9/6/2024 R
142991 VIDEO SERVICES, INC	\$704,998.80	9/6/2024 R
142992 ACOUSTICS ASSOCIATES INC	\$1,106.64	9/11/2024 R
142993 ADVANCE TERRAZZO & TILE CO INC	\$21,945.00	9/11/2024 R
142994 AMAZON CAPITAL SERVICES	\$4,154.54	9/11/2024 R
142995 AMERICAN MESSAGING SERVICES	\$17.49	9/11/2024 R
142996 AMERICAN STRUCTURAL METALS INC	\$31,243.68	9/11/2024 R
142997 ARVIG	\$1,972.20	9/11/2024 R
142998 B&D ASSOCIATES LLC	\$115,615.00	9/11/2024 R
142999 BEDARD-PARKER, SEAN	\$155.00	9/11/2024 R
143000 BEN'S STRUCTURAL FABRICATION INC	\$14,715.50	9/11/2024 R
143001 BETHEL UNIVERSITY	\$500.00	9/11/2024 R
143002 BETHEL UNIVERSITY	\$2,500.00	9/11/2024 R
143003 THE BLIND GUYS	\$720.00	9/11/2024 R
143004 BOCHE, BRIAN	\$125.00	9/11/2024 R
143005 BOYER TRUCKS - LAUDERDALE	\$2,061.38	9/11/2024 R
143006 BROWN, BRUCE	\$55.00	9/11/2024 R
143007 CARDIO PARTNERS INC.	\$1,590.61	9/11/2024 R
143008 CENGAGE LEARNING INC	\$2,676.98	9/11/2024 R
143009 CENTRAL ROOFING COMPANY	\$54,653.02	9/11/2024 R
143010 CINTAS CORP	\$136.85	9/11/2024 R
143011 CITY OF ST LOUIS PARK	\$1,310.00	9/11/2024 R
143012 COMMERCIAL DRYWALL INC	\$78,938.60	9/11/2024 R

143013 CONCORDIA COLLEGE - MOORHEAD	\$500.00	9/11/2024 R
143014 CONSTRUCTION SYSTEMS, INC	\$503,719.08	9/11/2024 R
143015 COSNEY CORPORATION	\$17,052.50	9/11/2024 R
143016 CUSTOM DRYWALL INC	\$44,672.80	9/11/2024 R
143017 ECCO MIDWEST INC	\$0.00	9/11/2024 C
143018 ECCO MIDWEST INC	\$18,880.00	9/11/2024 R
143019 EKEREKE, OTORO	\$340.00	9/11/2024 R
143020 EL AMERANY, ZAKARIAE	\$140.00	9/11/2024 R
143021 ELBAZ, TANJA	\$30.00	9/11/2024 R
143022 ERHARDT, GARY	\$50.00	9/11/2024 R
143023 FOREST LAKE HIGH SCHOOL	\$300.00	9/11/2024 R
143024 FOREST LAKE CONTRACTING INC	\$497,188.50	9/11/2024 R
143024 FOREST LAKE CONTRACTING INC	(\$497,188.50)	9/23/2024 V
143025 FRANSEN DECORATING INC	\$27,403.83	9/11/2024 R
143026 GILBERT MECHANICAL CONTRACTORS LLC	\$23,750.00	9/11/2024 R
143027 GREATAMERICA FINANCIAL SERVICES	\$349.85	9/11/2024 R
143028 H&B SPECIALIZED PRODUCTS INC	\$17,551.01	9/11/2024 R
143029 HALTER, TROY	\$250.00	9/11/2024 R
143029 HALTER, TROY	(\$250.00)	9/20/2024 V
143030 JANNINGS ACOUSTICS INC	\$41,855.10	9/11/2024 R
143031 JOHN FOLEY MASONRY INC	\$3,937.66	9/11/2024 R
143032 JOHNSON CONTROLS FIRE PROTECTION LP	\$397.25	9/11/2024 R
143033 JUNIOR ACHIEVEMENT	\$250.00	9/11/2024 R
143034 KELLER, DAVID	\$250.00	9/11/2024 R
143034 KELLER, DAVID	(\$250.00)	9/20/2024 V
143035 LABELLE, PAUL H.	\$89.00	9/11/2024 R
143036 LANGER'S TREE SERVICE	\$190.00	9/11/2024 R
143037 LIBRARY COMPUTER TUTOR	\$70.00	9/11/2024 R
143038 LINDENMEYR MUNROE	\$16,401.00	9/11/2024 R
143039 LLOYD'S CONSTRUCTION SERVICES INC	\$218,200.13	9/11/2024 R
143040 MAERTENS-BRENNY CONSTRUCTION	\$5,001.75	9/11/2024 R
143041 MAHTOMEDI COMMUNITY EDUCATION	\$217.00	9/11/2024 R
143042 MARINE DOCK & LIFT	\$2,747.00	9/11/2024 R
143043 MCKEEFRY, JEFFREY	\$170.00	9/11/2024 R
143044 METRO CLEANING SERVICE	\$4,620.00	9/11/2024 R
143045 METRO SOUND AND LIGHTING	\$887.10	9/11/2024 R
143046 MIDWEST BUS PARTS INC	\$448.95	9/11/2024 R
143047 MIDWEST TECHNOLOGY PRODUCTS	\$186.30	9/11/2024 R
143048 MINNESOTA ACOUSTICS INC	\$9,300.50	9/11/2024 R
143049 MULCAHY NICKOLAUS LLC	\$36,807.94	9/11/2024 R
143050 MURPHY WINDOW AND DOOR COMMERCIAL INC	\$15,517.14	9/11/2024 R
143051 MN YOUTH READING AWARDS	\$15.00	9/11/2024 R
143052 NORTH CENTRAL TRUCK EQUIPMENT	\$214.00	9/11/2024 R
143053 O'NEILL ELECTRIC INC	\$622,392.50	9/11/2024 R
143054 ORBELL, RAY	\$140.00	9/11/2024 R
143055 PFEIFER, TROY	\$89.00	9/11/2024 R
143056 PITNEY BOWES PURCHASE POWER	\$49.99	9/11/2024 R

143057 RACHEL CONTRACTING LLC	\$297,498.86	9/11/2024 R
143058 RAMOS-MUNOZ, JOSE	\$140.00	9/11/2024 R
143059 ROSEMOUNT HIGH SCHOOL	\$600.00	9/11/2024 R
143060 ROYALTY SPORTS PERFORMANCE APPAREL LLC	\$11,897.15	9/11/2024 R
143061 RTL CONSTRUCTION INC	\$28,568.92	9/11/2024 R
143062 SAVAGE, ALAN K. II	\$85.00	9/11/2024 R
143063 SCHOOL SPECIALTY LLC	\$917.58	9/11/2024 R
143064 SCOTT, RYAN	\$250.00	9/11/2024 R
143064 SCOTT, RYAN	(\$250.00)	9/20/2024 V
143065 SITEONE LANDSCAPE SUPPLY	\$267.06	9/11/2024 R
143066 SONUS INTERIORS INC	\$96,662.50	9/11/2024 R
143067 STENGLEIN, PAUL	\$50.00	9/11/2024 R
143068 STEVENS INDUSTRIES INC	\$31,325.30	9/11/2024 R
143069 STILLWATER AREA HIGH SCHOOL	\$110.00	9/11/2024 R
143070 STRAUSS SKATES AND BICYCLES	\$616.00	9/11/2024 R
143071 SUBURBAN SPORTSWEAR LLC	\$495.00	9/11/2024 R
143072 SUMMIT FIRE PROTECTION	\$24,504.29	9/11/2024 R
143073 SUPERSET TILE & STONE	\$98,695.46	9/11/2024 R
143074 SWANK MOVIE LICENSING USA	\$756.00	9/11/2024 R
143075 T-MOBILE	\$427.34	9/11/2024 R
143076 TEACHERS' CURRICULUM INSTITUTE	\$320.00	9/11/2024 R
143077 TEAM FITZ GRAPHICS	\$3,370.00	9/11/2024 R
143078 TEKTON CONSTRUCTION COMPANY	\$25,785.41	9/11/2024 R
143079 THE BAKER'S HORSE, LLC	\$500.00	9/11/2024 R
143080 TIM'S CONSTRUCTION GROUP LLC	\$143,450.00	9/11/2024 R
143081 TRAINING HAUS	\$20,000.00	9/11/2024 R
143082 TWIN CITY HARDWARE COMPANY INC	\$0.00	9/11/2024 C
143083 TWIN CITY HARDWARE COMPANY INC	\$42,791.33	9/11/2024 R
143084 TWIN PINES IMPRINTING	\$11,041.82	9/11/2024 R
143085 ULTRA CONCRETE LLC	\$20,349.00	9/11/2024 R
143086 UNITED GLASS INC	\$12,826.90	9/11/2024 R
143087 VIKING AUTOMATIC SPRINKLER CO	\$0.00	9/11/2024 C
143088 VIKING AUTOMATIC SPRINKLER CO	\$0.00	9/11/2024 C
143089 VIKING AUTOMATIC SPRINKLER CO	\$0.00	9/11/2024 C
143090 VIKING AUTOMATIC SPRINKLER CO	\$7,715.00	9/11/2024 R
143091 WALSWORTH PUBLISHING COMPANY INC	\$3,309.62	9/11/2024 R
143092 WEIDNER PLUMBING & HEATING CO	\$1,028,644.99	9/11/2024 R
143093 WENGER CORP	\$10,983.45	9/11/2024 R
143094 WOLD ARCHITECTS AND ENGINEERS	\$0.00	9/11/2024 C
143095 WOLD ARCHITECTS AND ENGINEERS	\$140,475.55	9/11/2024 R
143096 WORLD'S FINEST CHOCOLATE INC	\$10,020.00	9/11/2024 R
143097 XCEL ENERGY	\$1.43	9/11/2024 R
143098 XCEL ENERGY	\$3,659.17	9/11/2024 R
143099 XCEL ENERGY	\$13.69	9/11/2024 R
143100 XCEL ENERGY	\$3,829.33	9/11/2024 R
143101 ZALLAR, CHERYL	\$150.00	9/11/2024 R
143102 ZAYO GROUP LLC	\$17,916.09	9/11/2024 R

143103 BENITEZ, SHEANA	\$1,200.00	9/13/2024 R
143104 95 PERCENT GROUP LLC	\$415.00	9/18/2024 R
143105 ABEE INC	\$3,949.00	9/18/2024 R
143106 AGBORENOW, NGOTE	\$140.00	9/18/2024 R
143107 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143108 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143109 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143110 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143111 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143112 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143113 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143114 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143115 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143116 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143117 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143118 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143119 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143120 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143121 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143122 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143123 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143124 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143125 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143126 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143127 AMAZON CAPITAL SERVICES	\$0.00	9/18/2024 C
143128 AMAZON CAPITAL SERVICES	\$42,335.78	9/18/2024 R
143129 ANDERSON'S	\$1,779.43	9/18/2024 R
143130 AUTUMN RIDGE LANDSCAPING	\$15,499.25	9/18/2024 R
143131 BERGSTROM, BRETT	\$170.00	9/18/2024 R
143131 BERGSTROM, BRETT	(\$170.00)	9/20/2024 V
143132 BLADE, JULIE M.	\$485.93	9/18/2024 R
143133 BLUE CROSS / BLUE SHIELD OF MN	\$7,843.00	9/18/2024 R
143134 BOOSHIE INC	\$237.86	9/18/2024 R
143135 BPAM	\$350.00	9/18/2024 R
143136 BRANDT, KYLE	\$170.00	9/18/2024 R
143137 BREWER, JONATHAN	\$89.00	9/18/2024 R
143138 BROWN, BRUCE	\$55.00	9/18/2024 R
143139 BSN SPORTS, LLC	\$0.00	9/18/2024 C
143140 BSN SPORTS, LLC	\$4,066.10	9/18/2024 R
143141 BUNDGAARD, BRUCE	\$140.00	9/18/2024 R
143142 BURNS, BRIAN E.	\$214.00	9/18/2024 R
143143 C-D PRODUCTS, INC	\$3,857.00	9/18/2024 R
143144 CAPITAL ONE TRADE CREDIT	\$0.00	9/18/2024 C
143145 CAPITAL ONE TRADE CREDIT	\$0.00	9/18/2024 C
143146 CAPITAL ONE TRADE CREDIT	\$0.00	9/18/2024 C
143147 CAPITAL ONE TRADE CREDIT	\$1,010.71	9/18/2024 R
143148 CARDIO PARTNERS INC.	\$520.83	9/18/2024 R

143149 CINTAS CORP	\$222.80	9/18/2024 R
143150 CITY OF WHITE BEAR LAKE	\$4,316.84	9/18/2024 R
143151 COMCAST	\$306.52	9/18/2024 R
143152 COR ROBOTICS LLC	\$2,580.00	9/18/2024 R
143153 CUMMINS SALES AND SERVICE	\$186.30	9/18/2024 R
143154 CUP AND CONE	\$555.00	9/18/2024 R
143155 CUSTOM REFRIGERATION	\$7,235.80	9/18/2024 R
143156 DEMCO INC	\$319.03	9/18/2024 R
143157 DEFINITIVE TECHNOLOGY SOLUTIONS	\$10,323.00	9/18/2024 R
143158 ECCO MIDWEST INC	\$5,440.00	9/18/2024 R
143159 ECKROTH MUSIC	\$199.72	9/18/2024 R
143160 FIDELITY SECURITY LIFE INSURANCE CO	\$5,189.90	9/18/2024 R
143161 FRANSEN DECORATING INC	\$1,065.00	9/18/2024 R
143162 FRENDIN, KEVIN	\$89.00	9/18/2024 R
143163 FULL COMPASS SYSTEMS LTD	\$1,530.63	9/18/2024 R
143164 GAPNGONG, MABEL N.	\$200.00	9/18/2024 R
143165 GILBERT MECHANICAL CONTRACTORS LLC	\$119,273.45	9/18/2024 R
143166 GOLD MEDAL MINNEAPOLIS ML55	\$3,601.05	9/18/2024 R
143167 HAAS MUSICAL INSTRUMENT REPAIR	\$0.00	9/18/2024 C
143168 HAAS MUSICAL INSTRUMENT REPAIR	\$0.00	9/18/2024 C
143169 HAAS MUSICAL INSTRUMENT REPAIR	\$1,257.00	9/18/2024 R
143170 HILLER'S FLOORING AMERICA	\$79,206.68	9/18/2024 R
143171 HMONG AMERICAN FARMERS ASSOC	\$136.00	9/18/2024 R
143172 HOBART SERVICE	\$565.93	9/18/2024 R
143173 HOUGHTON MIFFLIN HARCOURT	\$4,395.00	9/18/2024 R
143174 HUBERT COMPANY	\$431.33	9/18/2024 R
143175 IDEAL ENERGIES SOLAR LEASING LLC	\$10,728.69	9/18/2024 R
143176 IMPERIAL DADE	\$0.00	9/18/2024 C
143177 IMPERIAL DADE	\$0.00	9/18/2024 C
143178 IMPERIAL DADE	\$0.00	9/18/2024 C
143179 IMPERIAL DADE	\$19,822.20	9/18/2024 R
143180 INDUSTRIAL PAINTING SPECIALISTS	\$2,320.50	9/18/2024 R
143181 INTERACTIVE HEALTH TECHNOLOGIES	\$150.00	9/18/2024 R
143182 INTERMEDIATE DISTRICT 287	\$24,882.72	9/18/2024 R
143183 JONES, LOGAN	\$240.00	9/18/2024 R
143184 JR WRESTLING	\$480.00	9/18/2024 R
143185 LAMKIN, CALVIN	\$300.00	9/18/2024 R
143186 LANGUAGE LINE SERVICES	\$435.46	9/18/2024 R
143187 LASHOMB, BRIAN A.	\$89.00	9/18/2024 R
143188 LINDENMEYR MUNROE	\$0.00	9/18/2024 C
143189 LINDENMEYR MUNROE	\$0.00	9/18/2024 C
143190 LINDENMEYR MUNROE	\$0.00	9/18/2024 C
143191 LINDENMEYR MUNROE	\$0.00	9/18/2024 C
143192 LINDENMEYR MUNROE	\$49,118.50	9/18/2024 R
143193 MARCO TECHNOLOGIES LLC	\$3,530.76	9/18/2024 R
143194 MCKINLAY, SHANE	\$85.00	9/18/2024 R
143195 MN CLAY	\$3,613.31	9/18/2024 R

143196 MN DEPT OF LABOR & INDUSTRY	\$1,470.00	9/18/2024	R
143197 MN STATE HIGH SCHOOL LEAGUE	\$2,000.00	9/18/2024	R
143198 MN ULTIMATE	\$1,000.00	9/18/2024	R
143199 MOUNDS VIEW HIGH SCHOOL	\$200.00	9/18/2024	R
143200 N2Y	\$749.97	9/18/2024	R
143201 NORTH CENTRAL TRUCK EQUIPMENT	\$2,065.15	9/18/2024	R
143202 ORBELL, RAY	\$70.00	9/18/2024	R
143203 PERFECTION LEARNING CORP	\$5,031.60	9/18/2024	R
143204 PETERSON COMPANIES INC	\$15,504.00	9/18/2024	R
143205 PINE TREE APPLE ORCHARD	\$208.00	9/18/2024	R
143206 PODRATZ, DERICK	\$70.00	9/18/2024	R
143207 REPUBLIC SERVICES #894	\$1,710.36	9/18/2024	R
143208 RICKERT, PHILLIP	\$85.00	9/18/2024	R
143209 ROCKET MATH	\$625.00	9/18/2024	R
143210 SCHINDLER ELEVATOR CORP	\$254.66	9/18/2024	R
143211 SCHMITT MUSIC COMPANY	\$358.96	9/18/2024	R
143212 SCHOOL SPECIALTY LLC	\$249.18	9/18/2024	R
143213 ST PAUL UTILITIES & EXCAVATING, INC.	\$4,500.00	9/18/2024	R
143214 SUPERIOR STRIPING INC	\$14,882.00	9/18/2024	R
143215 TALKACHOU, ARKADZI	\$170.00	9/18/2024	R
143216 TEACHER SYNERGY LLC	\$28.00	9/18/2024	R
143217 THE FINDING HUMAN INSTITUTE	\$24,366.00	9/18/2024	R
143218 TWIN CITY GARAGE DOOR CO	\$850.00	9/18/2024	R
143219 TWIN CITIES TRANSPORT & RECOVERY INC	\$350.00	9/18/2024	R
143220 TWIN CITIES DOTS AND POP, LLC	\$2,270.40	9/18/2024	R
143221 VIKING ELECTRIC SUPPLY	\$0.00	9/18/2024	C
143222 VIKING ELECTRIC SUPPLY	\$2,089.02	9/18/2024	R
143223 VOYAGER SOPRIS LEARNING	\$5,475.75	9/18/2024	R
143224 XCEL ENERGY	\$81.87	9/18/2024	R
143225 XCEL ENERGY	\$1,145.99	9/18/2024	R
143226 YOUNG, BENJAMIN	\$89.00	9/18/2024	R
143227 FOREST LAKE HIGH SCHOOL	\$500.00	9/18/2024	R
143228 IUOE LOCAL 70	\$1,535.00	9/18/2024	R
143229 MINNESOTA TEAMSTERS NO. 320	\$576.00	9/18/2024	R
143230 SCHOOL SERVICE EMPLOYEES	\$1,069.44	9/18/2024	R
143231 STATE DISBURSEMENT UNIT	\$34.67	9/18/2024	R
143232 BERGSTROM, BRETT	\$170.00	9/20/2024	R
143233 HALTER, TROY	\$125.00	9/20/2024	R
143234 KELLER, DAVID	\$125.00	9/20/2024	R
143235 RED LUNA	\$1,901.50	9/20/2024	R
143236 FOREST LAKE CONTRACTING INC	\$497,188.50	9/23/2024	R
143237 DONATELLI'S	\$2,800.00	9/23/2024	R
143238 ACP DIRECT	\$853.86	9/25/2024	R
143239 AMAZON CAPITAL SERVICES	\$341.06	9/25/2024	R
143240 ANTHEM SPORTS LLC	\$3,998.49	9/25/2024	R
143241 ART OF EDUCATION UNIVERSITY, LLC	\$5,670.00	9/25/2024	R
143242 AYINDE, MOSLEU	\$255.00	9/25/2024	R

143243	BEAUDREAU-PATTON, ELAINE	\$500.00	9/25/2024	R
143244	BROWN, GREG	\$125.00	9/25/2024	R
143245	BSN SPORTS, LLC	\$0.00	9/25/2024	C
143246	BSN SPORTS, LLC	\$11,668.25	9/25/2024	R
143247	BSN ELECTRIC	\$31,047.50	9/25/2024	R
143248	BULK OFFICE SUPPLY	\$1,659.72	9/25/2024	R
143249	CAPITAL ONE TRADE CREDIT	\$0.00	9/25/2024	C
143250	CAPITAL ONE TRADE CREDIT	\$0.00	9/25/2024	C
143251	CAPITAL ONE TRADE CREDIT	\$665.80	9/25/2024	R
143252	CARLSON, JEREMY	\$89.00	9/25/2024	R
143253	CARROT-TOP INDUSTRIES INC	\$633.89	9/25/2024	R
143254	CENTURY COLLEGE	\$1,000.00	9/25/2024	R
143255	CHILDREN'S THEATER COMPANY	\$318.00	9/25/2024	R
143256	CINTAS CORP	\$136.85	9/25/2024	R
143257	CITY OF WHITE BEAR LAKE	\$625.00	9/25/2024	R
143258	CONNEY SAFETY PRODUCTS LLC	\$138.24	9/25/2024	R
143259	CONTINENTAL CLAY CO	\$2,082.93	9/25/2024	R
143260	CREATIVE COMPASS	\$1,550.00	9/25/2024	R
143261	CROSBY-IRONTON HS ACTIVITIES DEPT	\$200.00	9/25/2024	R
143262	CUCHILLO	\$6,000.00	9/25/2024	R
143263	CUMMINS SALES AND SERVICE	\$0.00	9/25/2024	C
143264	CUMMINS SALES AND SERVICE	\$3,392.28	9/25/2024	R
143265	DEMCO INC	\$81.05	9/25/2024	R
143266	DEPT OF HUMAN SERVICES	\$2,415.00	9/25/2024	R
143267	ECCO MIDWEST INC	\$8,000.00	9/25/2024	R
143268	EDEN PRAIRIE HIGH SCHOOL	\$400.00	9/25/2024	R
143269	EMOTIONAL ABCS	\$228.00	9/25/2024	R
143270	ENGMAN, NATHAN P.	\$155.00	9/25/2024	R
143271	ENGSTRAN, THOMAS J.	\$50.00	9/25/2024	R
143272	EVERYDAY SPEECH LLC	\$399.99	9/25/2024	R
143273	FESTIVAL FOODS-KNOWLAN'S	\$232.72	9/25/2024	R
143274	FOLLETT SCHOOL SOLUTIONS, LLC	\$4,770.00	9/25/2024	R
143275	GARBANZO LLC	\$299.00	9/25/2024	R
143276	GOPHER STAGE LIGHTING	\$2,810.00	9/25/2024	R
143277	GRAYBAR ELECTRIC COMPANY	\$72.38	9/25/2024	R
143278	HOUGHTON MIFFLIN HARCOURT	\$150.00	9/25/2024	R
143279	HUGO FEED MILL & HARDWARE	\$3.67	9/25/2024	R
143280	IOWA STATE UNIVERSITY	\$250.00	9/25/2024	R
143281	IMPERIAL DADE	\$0.00	9/25/2024	C
143282	IMPERIAL DADE	\$0.00	9/25/2024	C
143283	IMPERIAL DADE	\$0.00	9/25/2024	C
143284	IMPERIAL DADE	\$15,723.40	9/25/2024	R
143285	IXL LEARNING	\$4,602.00	9/25/2024	R
143286	JENSEN, MICHAEL	\$140.00	9/25/2024	R
143287	KINNI SPORT & POWER	\$1,975.79	9/25/2024	R
143288	KOLNIK, JOHN	\$89.00	9/25/2024	R
143289	MN ASSOC OF SECONDARY SCHOOL PRINCIPALS	\$790.00	9/25/2024	R

143290 MATCO TOOLS	\$198.08	9/25/2024 R
143291 MEADOWOOD TOOL CO	\$1,000.30	9/25/2024 R
143292 MN ASSOC OF HONOR SOCIETIES	\$85.00	9/25/2024 R
143293 MN ASSOC OF STUDENT COUNCILS	\$85.00	9/25/2024 R
143294 MN CLAY	\$35.53	9/25/2024 R
143295 MN DEPT OF LABOR & INDUSTRY	\$200.00	9/25/2024 R
143296 MN ORCHESTRA	\$600.00	9/25/2024 R
143297 NAPA GENUINE AUTO PARTS	\$23.92	9/25/2024 R
143298 NCPERS GROUP LIFE INS	\$80.00	9/25/2024 R
143299 NORTH CENTRAL TRUCK EQUIPMENT	\$133,187.69	9/25/2024 R
143300 ORBELL, RAY	\$70.00	9/25/2024 R
143301 ORKIN INC	\$0.00	9/25/2024 C
143302 ORKIN INC	\$0.00	9/25/2024 C
143303 ORKIN INC	\$15,655.53	9/25/2024 R
143304 PETERSON, MAX	\$140.00	9/25/2024 R
143305 PINEHAVEN FARM	\$495.00	9/25/2024 R
143306 WALSER POLAR CHEVROLET	\$122.85	9/25/2024 R
143307 POW WOW GROUNDS	\$4,459.00	9/25/2024 R
143308 RADAR CONSULTING LLC	\$4,600.00	9/25/2024 R
143309 RAMSEY COUNTY PARKS/REC DEPT	\$920.00	9/25/2024 R
143310 RELIABLE MEDICAL SUPPLY INC	\$7,583.20	9/25/2024 R
143311 RILEY, AARON	\$89.00	9/25/2024 R
143312 SAVAGE, ALAN K. II	\$255.00	9/25/2024 R
143313 SCHINDLER ELEVATOR CORP	\$213.42	9/25/2024 R
143314 SCHNEIDER, NICHOLAS	\$155.00	9/25/2024 R
143315 SCHOLASTIC	\$571.40	9/25/2024 R
143316 SIVERSON-HALL, BRIAN	\$500.00	9/25/2024 R
143317 SOUTHERN MN INSPECTION	\$1,660.59	9/25/2024 R
143318 SQUIRES, WALDSPURGER & MACE, PA	\$5,838.00	9/25/2024 R
143319 STENGLEIN, PAUL	\$50.00	9/25/2024 R
143320 STEVE RUMMLER HOPE NETWORK	\$275.00	9/25/2024 R
143321 SUNTEX INTL INC	\$595.00	9/25/2024 R
143322 SUPERIOR STRIPING INC	\$685.00	9/25/2024 R
143323 TAQUERIA LOS PAISANOS	\$1,000.00	9/25/2024 R
143324 TARTAN HIGH SCHOOL	\$150.00	9/25/2024 R
143325 TEACHER INNOVATIONS INC	\$162.00	9/25/2024 R
143326 TEKTON CONSTRUCTION COMPANY	\$720.00	9/25/2024 R
143327 UNIVERSITY OF NOTRE DAME	\$250.00	9/25/2024 R
143328 VENTRIS LEARNING	\$90.00	9/25/2024 R
143329 VIKING AUTOMATIC SPRINKLER CO	\$1,955.00	9/25/2024 R
143330 VIKING ELECTRIC SUPPLY	\$194.79	9/25/2024 R
143331 WARNERS' STELLIAN	\$2,529.91	9/25/2024 R
143332 WHITE BEAR LOCKSMITH INC	\$310.00	9/25/2024 R
143333 YMCA CAMP ICAGHOWAN	\$2,064.90	9/25/2024 R
143334 MINNESOTA COMMERCIAL RAILWAY	\$45,760.55	9/26/2024 R
143335 AMAZON CAPITAL SERVICES	\$510.11	9/27/2024 R
143336 FESTIVAL FOODS-KNOWLAN'S	\$146.90	9/27/2024 R

143337 KNOCKERBALL ST PAUL	\$700.00	9/27/2024 R
143338 MUHAMMAD, KYMPHUS	\$500.00	9/27/2024 R
143339 PARENT TEACHER HOME VISITS	\$9,500.00	9/27/2024 R
143340 PINE TREE APPLE ORCHARD	\$709.49	9/27/2024 R
143341 RED LUNA	\$979.31	9/27/2024 R
143342 VIETNAM STAR	\$2,444.75	9/27/2024 R
9996230 US BANK	\$84,045.44	9/13/2024 W
9996250 AIG	\$4,199.50	9/15/2024 R
9996251 AMERICAN FUNDS	\$67,592.09	9/15/2024 R
9996252 AMERIPRISE FINANCIAL SERVICES	\$18,168.66	9/15/2024 R
9996253 AXA EQUITABLE	\$22,136.49	9/15/2024 R
9996254 BENEFIT RESOURCE, INC	\$79,070.02	9/15/2024 R
9996255 EDUCATION MN ESI BILLING TRUST	\$26,607.06	9/15/2024 R
9996256 INTERNAL REVENUE SERVICE	\$0.00	9/15/2024 C
9996257 INTERNAL REVENUE SERVICE	\$0.00	9/15/2024 C
9996258 INTERNAL REVENUE SERVICE	\$0.00	9/15/2024 C
9996259 INTERNAL REVENUE SERVICE	\$0.00	9/15/2024 C
9996260 INTERNAL REVENUE SERVICE	\$780,467.50	9/15/2024 R
9996261 METROPOLITAN LIFE	\$2,083.57	9/15/2024 R
9996262 MN DEPT OF HUMAN SERVICES	\$3,416.53	9/15/2024 R
9996263 MN DEPT OF REVENUE	\$0.00	9/15/2024 C
9996264 MN DEPT OF REVENUE	\$129,701.24	9/15/2024 R
9996265 MN REVENUE	\$1,668.89	9/15/2024 R
9996266 MN STATE RETIREMENT	\$3,990.56	9/15/2024 R
9996267 PCS RETIREMENT - ASPIRE FINANCIAL SERVICES	\$4,332.04	9/15/2024 R
9996268 PUBLIC EMP RETIREMENT ASSOC	\$0.00	9/15/2024 C
9996269 PUBLIC EMP RETIREMENT ASSOC	\$111,170.86	9/15/2024 R
9996270 TEACHERS RETIREMENT ASSOC	\$0.00	9/15/2024 C
9996271 TEACHERS RETIREMENT ASSOC	\$436,804.58	9/15/2024 R
9996272 VANGUARD SMALL BUSINESS SERVICES	\$39,702.47	9/15/2024 R
9996273 SAM'S CLUB/SYNCHRONY BANK	\$1,891.62	9/20/2024 R
9996274 SAM'S CLUB/SYNCHRONY BANK	\$932.08	9/20/2024 R
9996275 AIG	\$4,937.18	9/30/2024 R
9996276 AMERICAN FUNDS	\$70,688.73	9/30/2024 R
9996277 AMERIPRISE FINANCIAL SERVICES	\$23,709.05	9/30/2024 R
9996278 AXA EQUITABLE	\$24,718.00	9/30/2024 R
9996279 BENEFIT RESOURCE, INC	\$0.00	9/30/2024 C
9996280 BENEFIT RESOURCE, INC	\$571,922.98	9/30/2024 R
9996281 EDUCATION MN ESI BILLING TRUST	\$27,522.72	9/30/2024 R
9996282 INTERNAL REVENUE SERVICE	\$0.00	9/30/2024 C
9996283 INTERNAL REVENUE SERVICE	\$0.00	9/30/2024 C
9996284 INTERNAL REVENUE SERVICE	\$0.00	9/30/2024 C
9996285 INTERNAL REVENUE SERVICE	\$0.00	9/30/2024 C
9996286 INTERNAL REVENUE SERVICE	\$0.00	9/30/2024 C
9996287 INTERNAL REVENUE SERVICE	\$845,401.36	9/30/2024 R
9996288 METROPOLITAN LIFE	\$2,188.85	9/30/2024 R
9996289 MN DEPT OF HUMAN SERVICES	\$3,416.53	9/30/2024 R

9996290 MN DEPT OF REVENUE	\$0.00	9/30/2024 C
9996291 MN DEPT OF REVENUE	\$135,833.89	9/30/2024 R
9996292 MN REVENUE	\$1,815.02	9/30/2024 R
9996293 MN STATE RETIREMENT	\$3,032.23	9/30/2024 R
9996294 PCS RETIREMENT - ASPIRE FINANCIAL SERVICES	\$5,253.10	9/30/2024 R
9996295 PUBLIC EMP RETIREMENT ASSOC	\$0.00	9/30/2024 C
9996296 PUBLIC EMP RETIREMENT ASSOC	\$158,400.34	9/30/2024 R
9996297 TEACHERS RETIREMENT ASSOC	\$0.00	9/30/2024 C
9996298 TEACHERS RETIREMENT ASSOC	\$444,415.67	9/30/2024 R
9996299 VANGUARD SMALL BUSINESS SERVICES	\$45,770.97	9/30/2024 R
202400001 US BANK	\$84,045.44	9/19/2024 W
202400001 US BANK	(\$84,045.44)	9/13/2024 V
242500465 ACCLAIM SERVICES INC	\$4,974.00	9/4/2024 A
242500466 ANDERSON, JON C.	\$65.00	9/4/2024 A
242500467 BEVSO	\$6,649.07	9/4/2024 A
242500468 BRAUN INTERTEC CORPORATION	\$16,113.13	9/4/2024 A
242500469 CL BENSON CO INC	\$709.58	9/4/2024 A
242500470 CONTINENTAL RESEARCH CORP	\$503.18	9/4/2024 A
242500471 DERBY, SARA A.	\$12.06	9/4/2024 A
242500472 DEFINITIVE TECHNOLOGY SOLUTIONS	\$10,592.50	9/4/2024 A
242500473 ETTER, KATHLEEN E.	\$33.50	9/4/2024 A
242500474 GEPHART TRUCKING	\$48,195.00	9/4/2024 A
242500475 GRAINGER	\$0.00	9/4/2024 C
242500476 GRAINGER	\$3,344.80	9/4/2024 A
242500477 HANNIGAN, TAMMIE L.	\$174.95	9/4/2024 A
242500478 HAY CREEK ENTERTAINMENT	\$4,600.58	9/4/2024 A
242500479 HENNESSEY, ALEXANDER M.	\$181.58	9/4/2024 A
242500480 ISTATE TRUCK CENTER	\$1,090.80	9/4/2024 A
242500481 KRAMLINGER, TRACEY A.	\$144.99	9/4/2024 A
242500482 KRUSEMARK, CARY L.	\$30.00	9/4/2024 A
242500483 LVC COMPANIES INC	\$9,500.00	9/4/2024 A
242500484 LYDON, CASSANDRA K.	\$103.87	9/4/2024 A
242500485 METRO MEALS ON WHEELS INC	\$78.75	9/4/2024 A
242500486 MN SAFETY COUNCIL INC	\$667.00	9/4/2024 A
242500487 MOTZ STUDIOS FOREST BATHING EXPERIENCES	\$245.00	9/4/2024 A
242500488 NADEAU, MEGHAN M.	\$84.99	9/4/2024 A
242500489 NARDINI FIRE EQUIPMENT CO INC	\$934.00	9/4/2024 A
242500490 NCS PEARSON INC	\$1,933.79	9/4/2024 A
242500491 NORTH CENTRAL INTERNATIONAL, LLC	\$66.91	9/4/2024 A
242500492 O'REILLY AUTOMOTIVE INC	\$290.60	9/4/2024 A
242500493 PAN-O-GOLD	\$329.86	9/4/2024 A
242500494 PARR, ERIN	\$406.80	9/4/2024 A
242500495 PAYDHEALTH	\$23,416.72	9/4/2024 A
242500496 PERFORMANCE HEALTH SUPPLY	\$968.81	9/4/2024 A
242500497 POMP'S TIRE SERVICE	\$676.43	9/4/2024 A
242500498 SCHOOL HEALTH CORPORATION	\$531.90	9/4/2024 A
242500499 STANKE, JULIAN L.	\$324.21	9/4/2024 A

242500500	TRADE PRESS INC	\$2,984.08	9/4/2024	A
242500501	TRANSLANGUAGES, LLC	\$750.08	9/4/2024	A
242500502	TRIO SUPPLY COMPANY	\$1,236.38	9/4/2024	A
242500503	US OMNI & TSACG COMPLIANCE SERVICES, INC	\$906.66	9/4/2024	A
242500504	VERIZON WIRELESS	\$688.66	9/4/2024	A
242500505	AALLWAYS ASSOCIATES INC	\$890.00	9/11/2024	A
242500506	ABBOTT PAINT & CARPET INC	\$22.95	9/11/2024	A
242500507	ABRAHAMSON, KRISTINE A.	\$76.91	9/11/2024	A
242500508	ACME TOOLS	\$598.00	9/11/2024	A
242500509	AJ MOORE ELECTRIC INC	\$263,815.00	9/11/2024	A
242500510	ALBEE, LYNN G.	\$90.75	9/11/2024	A
242500511	ALL STRINGS ATTACHED	\$560.00	9/11/2024	A
242500512	ANDERSON, JON C.	\$129.31	9/11/2024	A
242500513	APERTURE EDUCATION LLC	\$1,950.00	9/11/2024	A
242500514	ARK SPORTS INC	\$575.00	9/11/2024	A
242500515	ARROW LIFT ACCESSIBILITY	\$13,797.71	9/11/2024	A
242500516	ATLAS TECHNICAL CONSULTANTS	\$332.16	9/11/2024	A
242500517	BABIASH, JENNIFER M.	\$16.00	9/11/2024	A
242500518	BEST BUY BUSINESS ADVANTAGE ACCT	\$2,546.89	9/11/2024	A
242500519	BITUMINOUS ROADWAYS INC	\$332,844.45	9/11/2024	A
242500520	BREDEMUS HARDWARE COMPANY	\$12,350.00	9/11/2024	A
242500521	CONTINENTAL RESEARCH CORP	\$2,186.74	9/11/2024	A
242500522	CWENGROS, BRIDGET C.	\$419.00	9/11/2024	A
242500523	DEEN, DENISE T.	\$101.97	9/11/2024	A
242500524	DIMEGLIO, JOSEPH V.	\$407.05	9/11/2024	A
242500525	DOOR SERVICE COMPANY	\$160.00	9/11/2024	A
242500526	DEFINITIVE TECHNOLOGY SOLUTIONS	\$173.00	9/11/2024	A
242500527	DUSTIN, JOSEPH J.	\$225.56	9/11/2024	A
242500528	EBERT INC	\$247,521.71	9/11/2024	A
242500529	ENGSTRAN, PAUL A.	\$65.00	9/11/2024	A
242500530	ERHARDT, JACLYN A.	\$10.25	9/11/2024	A
242500531	ERICKSON, KRISTIN L.	\$705.00	9/11/2024	A
242500532	FASTENAL COMPANY	\$12.68	9/11/2024	A
242500533	FITZPATRICK, RYAN M.	\$2,966.60	9/11/2024	A
242500534	FLOORS BY BECKERS LLC	\$119,367.56	9/11/2024	A
242500535	GOPHER	\$182.23	9/11/2024	A
242500536	GRANDMA'S BAKERY INC	\$118.75	9/11/2024	A
242500537	GRIEBENOW, BRIAN N.	\$300.00	9/11/2024	A
242500538	H2I GROUP INC	\$114,021.85	9/11/2024	A
242500539	HENNESSEY, ALEXANDER M.	\$65.00	9/11/2024	A
242500540	HODGIN, MEGAN R.	\$20.10	9/11/2024	A
242500541	HUBBARD, MICHELLE K.	\$50.25	9/11/2024	A
242500542	IFD	\$0.00	9/11/2024	C
242500543	IFD	\$18,052.09	9/11/2024	A
242500544	INNOVATIVE OFFICE SOLUTIONS	\$690,401.49	9/11/2024	A
242500545	INSTITUTE FOR ENVIRONMENTAL	\$1,071.56	9/11/2024	A
242500546	JAYTECH INC	\$293.72	9/11/2024	A

242500547 JW PEPPER & SON INC	\$192.24	9/11/2024 A
242500548 KRAFT MECHANICAL LLC	\$2,293,291.45	9/11/2024 A
242500549 LAMWERS, MADELINE A.	\$86.01	9/11/2024 A
242500550 LANDA, ALICIA	\$77.73	9/11/2024 A
242500551 LAUREANO, CARLOS M.	\$56.62	9/11/2024 A
242500552 LIEF, JENNIFER E.	\$59.00	9/11/2024 A
242500553 LIFESAVER FIRE PROTECTION LLC	\$89,711.40	9/11/2024 A
242500554 LIVINGSTON, TYLER	\$178.00	9/11/2024 A
242500555 LVC COMPANIES INC	\$520.00	9/11/2024 A
242500556 MEISINGER CONSTRUCTION COMPANY	\$124,238.15	9/11/2024 A
242500557 MILLER EXCAVATING INC	\$218,840.75	9/11/2024 A
242500558 MOREAU, CALLI M.	\$99.00	9/11/2024 A
242500559 MUSKA ELECTRIC COMPANIES	\$139,160.34	9/11/2024 A
242500560 NARDINI FIRE EQUIPMENT CO INC	\$158.00	9/11/2024 A
242500561 NASSEFF MECHANICAL CONTRACTORS INC	\$1,503.26	9/11/2024 A
242500562 NYSTROM PUBLISHING CO INC	\$22,423.10	9/11/2024 A
242500563 ON SITE SANITATION INC	\$3,036.00	9/11/2024 A
242500564 OSWALD, NICOLE M.	\$1,255.75	9/11/2024 A
242500565 OXYGEN SERVICE COMPANY INC	\$17.98	9/11/2024 A
242500566 PARKOS CONSTRUCTION CO INC	\$175,827.66	9/11/2024 A
242500567 PETERSON BROS ROOFING & CONST	\$760.00	9/11/2024 A
242500568 PIONEER POWER INC	\$1,172,829.90	9/11/2024 A
242500569 PROFESSIONAL WIRELESS COMM	\$14,042.56	9/11/2024 A
242500570 PROPIO LS, LLC	\$55.00	9/11/2024 A
242500571 RED CEDAR STEEL ERECTORS INC	\$74,641.50	9/11/2024 A
242500572 REPUBLIC SERVICES #899	\$10,093.47	9/11/2024 A
242500573 ROOF SPEC INC	\$8,108.47	9/11/2024 A
242500574 RUHLAND, JENNIFER G.	\$36.73	9/11/2024 A
242500575 SAMACO SUPPLY	\$1,905.00	9/11/2024 A
242500576 SCHOLASTIC BOOK FAIRS	\$3,855.54	9/11/2024 A
242500577 SCHOLASTIC INC	\$423.06	9/11/2024 A
242500578 SCHOOL HEALTH CORPORATION	\$501.55	9/11/2024 A
242500579 SMITH, TAMMY L.	\$38.86	9/11/2024 A
242500580 STAPLES	\$0.00	9/11/2024 C
242500581 STAPLES	\$0.00	9/11/2024 C
242500582 STAPLES	\$0.00	9/11/2024 C
242500583 STAPLES	\$19,928.89	9/11/2024 A
242500584 TEACHERS ON CALL	\$200.93	9/11/2024 A
242500585 THE HOLDING SPACE	\$650.00	9/11/2024 A
242500586 TR ENVIRONMENTAL CONSULTING LLC	\$6,818.00	9/11/2024 A
242500587 TRADE PRESS INC	\$3,289.00	9/11/2024 A
242500588 UHL COMPANY INC	\$545.00	9/11/2024 A
242500589 ULVIN, JOHN M.	\$290.12	9/11/2024 A
242500590 VANG, JULIE	\$87.45	9/11/2024 A
242500591 VESTIS SERVICES	\$159.51	9/11/2024 A
242500592 WILLITS, ROBERT E.	\$172.60	9/11/2024 A
242500593 WL HALL COMPANY	\$207,625.33	9/11/2024 A

242500594	ZONEONE LOCATING	\$237.75	9/11/2024	A
242500595	ANCHOR SOLAR INVESTMENTS LLC	\$2,353.24	9/18/2024	A
242500596	ARONE, LENORE A.	\$575.70	9/18/2024	A
242500597	BABIASH, JENNIFER M.	\$316.95	9/18/2024	A
242500598	BERTELSEN, STACY A.	\$99.71	9/18/2024	A
242500599	BEST BUY BUSINESS ADVANTAGE ACCT	\$7,080.00	9/18/2024	A
242500600	BRAUN INTERTEC CORPORATION	\$4,424.50	9/18/2024	A
242500601	BRIGHTSTAR CARE OF ST PAUL	\$630.00	9/18/2024	A
242500602	BRISTOW, JILL K.	\$99.00	9/18/2024	A
242500603	CAVERZAGIE, BRIANNA	\$98.84	9/18/2024	A
242500604	CDW GOVERNMENT INC	\$50,417.46	9/18/2024	A
242500605	COGENT COMMUNICATIONS	\$3,690.00	9/18/2024	A
242500606	DARK KNIGHT SOLUTIONS	\$400.00	9/18/2024	A
242500607	DEFINITIVE TECHNOLOGY SOLUTIONS	\$173.00	9/18/2024	A
242500608	EARTHCAM INC	\$575.00	9/18/2024	A
242500609	FASTENAL COMPANY	\$87.81	9/18/2024	A
242500610	FEDERAL SUPPLY USA	\$210.96	9/18/2024	A
242500611	FLEMING, MARY C.	\$89.98	9/18/2024	A
242500612	GEARGRID	\$1,500.00	9/18/2024	A
242500613	GEPHART TRUCKING	\$5,285.00	9/18/2024	A
242500614	GRAINGER	\$0.00	9/18/2024	C
242500615	GRAINGER	\$8,672.62	9/18/2024	A
242500616	HISDAHL INC	\$537.08	9/18/2024	A
242500617	IMMEL, COLLEEN M.	\$275.38	9/18/2024	A
242500618	INNOVATIVE OFFICE SOLUTIONS	\$0.00	9/18/2024	C
242500619	INNOVATIVE OFFICE SOLUTIONS	\$986,327.57	9/18/2024	A
242500620	JOHN HENRY FOSTER	\$1,492.09	9/18/2024	A
242500621	JAYTECH INC	\$3,469.12	9/18/2024	A
242500622	JW PEPPER & SON INC	\$500.39	9/18/2024	A
242500623	KATH FUEL OIL SERVICE CO	\$15,217.28	9/18/2024	A
242500624	KAZMIERCZAK, WAYNE A.	\$195.00	9/18/2024	A
242500625	KEYSTONE INTERPRETING SOLUTIONS	\$4,601.50	9/18/2024	A
242500626	KONE, AMINATA	\$89.67	9/18/2024	A
242500627	KRAFT MECHANICAL LLC	\$3,921.33	9/18/2024	A
242500628	KRAUS ANDERSON CONSTRUCTION CO	\$731,693.35	9/18/2024	A
242500629	LANIGAN, CHERYL D.	\$267.85	9/18/2024	A
242500630	LAUREANO, CARLOS M.	\$85.43	9/18/2024	A
242500631	LEHN, BRIDGET N.	\$171.49	9/18/2024	A
242500632	LIGHT SWITCH LLC	\$7,470.54	9/18/2024	A
242500633	LILLIE, KRISTEN	\$193.01	9/18/2024	A
242500634	MARKUSON, RACHAEL J.	\$195.00	9/18/2024	A
242500635	MCDONOUGH'S WATERJETTING AND DRAIN CLEANING	\$514.70	9/18/2024	A
242500636	MCGARTHWAITE, NICOLE M.	\$31.98	9/18/2024	A
242500637	MENIER, MATTHEW M.	\$27.97	9/18/2024	A
242500638	METRO MEALS ON WHEELS INC	\$6,873.95	9/18/2024	A
242500639	MN SAFETY COUNCIL INC	\$46.00	9/18/2024	A
242500640	MRI SOFTWARE LLC	\$350.00	9/18/2024	A

242500641 MUELLER, CYNTHIA J.	\$456.95	9/18/2024 A
242500642 NARDINI FIRE EQUIPMENT CO INC	\$44.00	9/18/2024 A
242500643 NELSON, ANGELA A.	\$273.26	9/18/2024 A
242500644 NORTH CENTRAL INTERNATIONAL, LLC	\$749.20	9/18/2024 A
242500645 O'REILLY AUTOMOTIVE INC	\$0.00	9/18/2024 C
242500646 O'REILLY AUTOMOTIVE INC	\$0.00	9/18/2024 C
242500647 O'REILLY AUTOMOTIVE INC	\$0.00	9/18/2024 C
242500648 O'REILLY AUTOMOTIVE INC	\$1,147.37	9/18/2024 A
242500649 PAN-O-GOLD	\$1,583.60	9/18/2024 A
242500650 PIERRE, CHRISTINA K.	\$1,110.00	9/18/2024 A
242500651 PODS COMPLETE CAR CARE	\$174.98	9/18/2024 A
242500652 POMP'S TIRE SERVICE	\$1,647.52	9/18/2024 A
242500653 POWERSCHOOL GROUP LLC	\$1,920.00	9/18/2024 A
242500654 PUTNAM, TREVOR M.	\$367.94	9/18/2024 A
242500655 QUAAS, BETH A.	\$16.08	9/18/2024 A
242500656 R & R SPECIALTIES INC	\$1,606.38	9/18/2024 A
242500657 RANCOUR, RACHEL	\$418.11	9/18/2024 A
242500658 RIVARD COMPANIES	\$1,945.00	9/18/2024 A
242500659 RUSTAND, AMBER J.	\$99.00	9/18/2024 A
242500660 SCHMITZ, KAREN M.	\$99.00	9/18/2024 A
242500661 SCHOOL HEALTH CORPORATION	\$0.00	9/18/2024 C
242500662 SCHOOL HEALTH CORPORATION	\$6,851.82	9/18/2024 A
242500663 SVIR, SARA A.	\$315.29	9/18/2024 A
242500664 TEACHERS ON CALL	\$8,402.26	9/18/2024 A
242500665 TRADE PRESS INC	\$0.00	9/18/2024 C
242500666 TRADE PRESS INC	\$6,935.00	9/18/2024 A
242500667 TRIO SUPPLY COMPANY	\$6,287.07	9/18/2024 A
242500668 UHL COMPANY INC	\$289.00	9/18/2024 A
242500669 ULINE	\$928.98	9/18/2024 A
242500670 VESTIS SERVICES	\$133.99	9/18/2024 A
242500671 A-1 HYDRAULIC SALES & SERVICE INC	\$194.40	9/25/2024 A
242500672 ACME TOOLS	\$2,583.92	9/25/2024 A
242500673 ARONE, LENORE A.	\$287.75	9/25/2024 A
242500674 BRIGHTSTAR CARE OF ST PAUL	\$2,205.00	9/25/2024 A
242500675 CL BENSON CO INC	\$92.58	9/25/2024 A
242500676 CONTINENTAL RESEARCH CORP	\$49.08	9/25/2024 A
242500677 DERBY, SARA A.	\$79.92	9/25/2024 A
242500678 EDUPOINT EDUCATIONAL SYSTEMS	\$3,000.00	9/25/2024 A
242500679 FERRELL, PATRICIA A.	\$715.00	9/25/2024 A
242500680 FUNK, JENNIFER A.	\$253.94	9/25/2024 A
242500681 GEPHART TRUCKING	\$11,875.00	9/25/2024 A
242500682 GRAINGER	\$0.00	9/25/2024 C
242500683 GRAINGER	\$4,608.87	9/25/2024 A
242500684 HAY CREEK ENTERTAINMENT	\$694.53	9/25/2024 A
242500685 HEATON, BRENDA B.	\$134.37	9/25/2024 A
242500686 IFD	\$0.00	9/25/2024 C
242500687 IFD	\$0.00	9/25/2024 C

242500688 IFD	\$0.00	9/25/2024 C
242500689 IFD	\$94,403.93	9/25/2024 A
242500690 INNOVATIVE OFFICE SOLUTIONS	\$854.01	9/25/2024 A
242500691 JAYTECH INC	\$2,503.60	9/25/2024 A
242500692 JW PEPPER & SON INC	\$384.10	9/25/2024 A
242500693 KRAFT MECHANICAL LLC	\$4,132.58	9/25/2024 A
242500694 KULLY SUPPLY COMPANY	\$332.51	9/25/2024 A
242500695 LAPINSKI, RACHAEL A.	\$19.96	9/25/2024 A
242500696 LVC COMPANIES INC	\$2,300.00	9/25/2024 A
242500697 MCDONOUGH'S WATERJETTING AND DRAIN CLEANING	\$632.00	9/25/2024 A
242500698 METRO VOLLEYBALL OFFICIALS ASSOCIATION	\$1,150.00	9/25/2024 A
242500699 MVP & ASSOCIATES	\$30,673.23	9/25/2024 A
242500700 NCS PEARSON INC	\$818.86	9/25/2024 A
242500701 NORTH CENTRAL INTERNATIONAL, LLC	\$1,068.60	9/25/2024 A
242500702 O'REILLY AUTOMOTIVE INC	\$354.59	9/25/2024 A
242500703 PETERSON BROS ROOFING & CONST	\$503.74	9/25/2024 A
242500704 PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC	\$65.97	9/25/2024 A
242500705 PODS COMPLETE CAR CARE	\$879.32	9/25/2024 A
242500706 PROFESSIONAL WIRELESS COMM	\$61.16	9/25/2024 A
242500707 PROPIO LS, LLC	\$946.25	9/25/2024 A
242500708 PUTNAM, TREVOR M.	\$710.90	9/25/2024 A
242500709 RETROFIT COMPANIES INC	\$171.42	9/25/2024 A
242500710 SAFETYFIRST PLAYGROUND MAINTENANCE	\$61,391.10	9/25/2024 A
242500711 SCHMID, NICOLE R.	\$326.66	9/25/2024 A
242500712 SCHOOL HEALTH CORPORATION	\$0.00	9/25/2024 C
242500713 SCHOOL HEALTH CORPORATION	\$1,408.29	9/25/2024 A
242500714 SCHROEHER, JANE E.	\$144.00	9/25/2024 A
242500715 SOLIANT HEALTH, LLC	\$4,125.00	9/25/2024 A
242500716 STAPLES	\$93.05	9/25/2024 A
242500717 SUMMIT ORTHOPEDICS	\$350.00	9/25/2024 A
242500718 SUNDE LAND SURVEYING LLC	\$8,863.39	9/25/2024 A
242500719 TEACHERS ON CALL	\$0.00	9/25/2024 C
242500720 TEACHERS ON CALL	\$21,038.22	9/25/2024 A
242500721 THIMJON, KARI L.	\$133.13	9/25/2024 A
242500722 TRADE PRESS INC	\$582.00	9/25/2024 A
242500723 TRAFERA LLC	\$57,120.00	9/25/2024 A
242500724 VESTIS SERVICES	\$520.72	9/25/2024 A
242500725 VETTE, MARISA A.	\$195.00	9/25/2024 A
242500726 WHITE BEAR GLASS INC	\$1,300.00	9/25/2024 A
242500727 WL HALL COMPANY	\$2,777.50	9/25/2024 A
242500728 YOUNG, MATTHEW V.	\$195.00	9/25/2024 A
242500729 DOMINO'S PIZZA	\$253.76	9/27/2024 A
242500730 DUFRESNE, KAREY A.	\$57.93	9/27/2024 A
242500731 HODGIN, MEGAN R.	\$31.19	9/27/2024 A
242500732 KEYSTONE INTERPRETING SOLUTIONS	\$862.00	9/27/2024 A
242500733 MORRIS, BRIAN J.	\$221.75	9/27/2024 A
242500734 PETERSON, ASHLEY P.	\$156.86	9/27/2024 A

242500735 RASCH, KIMBERLY M.	\$113.73	9/27/2024 A
242500736 WINKLER, PAMELA L.	\$50.00	9/27/2024 A
	\$20,915,071.75	

RESOLUTION FOR ACCEPTANCE OF GIFTS

WHEREAS, the School Board believes it necessary and appropriate to accept the gifts that are reflected upon the following pages; and

WHEREAS, these gifts are consistent with State laws, School Board policy, and administrative practices; and

WHEREAS, acceptance of these gifts are consistent with the mission and educational programs of the White Bear Lake Area Schools; and

THEREFORE BE IT RESOLVED, that the School Board authorizes the acceptance and use of the following gifts:

AGENDA ITEM: **Acceptance of Gifts**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent of Finance and Operations;**
Andi Johnson, Director of Finance

Donation	Donor	Recipient
Jennswing - adapted swing, zing stander, 2 adapted bath seats, and a hoyer lift	Lacy and Jeffrey Helget	Early Childhood Program
Target gift card \$100	Henry Phan	Vadnais Heights Elementary
\$1,692.50	White Bear Lake Football Boosters Inc	WBLAHS Football Program
\$175.00	White Bear HS Girls Lacrosse BC	WBLAHS Lacrosse Program
\$252.50	Pine Tree Apple Classic Fund	WBLAHS Girls Tennis Program
\$280.00	Pine Tree Apple Classic Fund	WBLAHS Boys Tennis Program
\$252.50	USTA Northern	WBLAHS Girls Tennis Program
\$280.00	USTA Northern	WBLAHS Boys Tennis Program
\$500.00	Timothy and Rene Nelson	WBLAHS Theater Department High School Musical
\$50.00	Janet Bowser	Senior Center
\$4.00	Helen Jensen	Senior Center Meals on Wheels
\$10.00	Paul and Ellen Sisterman	Senior Center Meals on Wheels
school supplies, including notebooks, mechanical pencils, crayons, and safety scissors	White Bear Lake American Legion Auxiliary	WBLAS

RECOMMENDED ACTION:
Approve.

Date and Destination	Requesting Staff Member	Grade/Team	School Days Missed	Students Attending	Total Cost per Student	Total Cost of Trip and Source of Revenue
10/2 - 10/4/2024 Deep Portage Camp	Dan Schmidt, Maggie Clark, Greg Hjelm, and Nancy Thom	5th Grade, North Star Elementary	3	75	\$200.00	\$21,000 North Star PTA, WBLAEF, fundraising and families
Purpose: To provide an outdoor environmental education experience that cannot be duplicated in a regular school setting.						
10/7 - 10/9/2024 Wolf Ridge Camp	Emma Weiss	5th Grade, Birch Lake Elementary	3	27	\$75.00	~\$2,000 Wolf Ridge Scholarships, Birch Lake PTA, fundraising, donations and families
Purpose: Addresses 5th grade environmental standards and SEL needs.						

Date and Destination	Requesting Staff Member	Grade/ Team	School Days Missed	Students Attending	Total Cost per Student	Total Cost of Trip and Source of Revenue
10/10 - 10/11/2024 Camp Lake Beauty	Ann Myers and Mariah Smith	ALC MAAP Stars	2	5	\$25	\$1530
Purpose: The MAAP Stars Fall Leadership Conference is about team building, leadership and personal growth for students.						
3/22 - 3/26/2024 Phoenix, AZ	Craig Nasvik	Boys and Girls Golf	3	14	\$650	\$9,100 Fundraising and families
Purpose: This is our annual spring team building trip. This is a great way to build our team for the upcoming season.						
4/3 - 4/6/2024 New York City, NY	Wendy Suoja	WBLAHS Choir	2	50	\$2,100	\$2,100/per student Fundraising and families
Purpose: We will create memories as a choir together in NYC. We will tour Radio City Music Hall, see a Broadway show and participate in a Broadway workshop/clinic among the many events on this trip.						

RECOMMENDED ACTION:

Approve the field trips listed as recommended by the administration.

RESOLUTION FOR HUMAN RESOURCES ITEMS

WHEREAS, the School Board believes it necessary and appropriate to approve the human resources items that are reflected upon the following pages; and

WHEREAS, that human resources items, A-5(e), as revised be approved on the premise that they conform to previously Board approved actions or contractual agreements.

THEREFORE BE IT RESOLVED, that the School Board authorizes the approval of the human resources items listed in Consent Agenda Items A-5(e).

RESIGNATION/TERMINATION/NON-RENEWAL - CLASSIFIED STAFF

JAMES BARTNESS – Bus Driver - Bus Garage

Employed by District 624 since 11/08/2023

Effective Date: 09/24/2024

ISABELLA CIRELLI – NS Assistant - Mariner Middle School

Employed by District 624 since 04/01/2024

Effective Date: 09/13/2024

REBECCA HOLLENBECK – NS Assistant - WBLAHS

Employed by District 624 since 09/02/2024

Effective Date: 10/04/2024

STEPHANIE LANNERS – Paraeducator - Oneka Elementary

Employed by District 624 since 10/24/2022

Effective Date: 10/11/2024

DOUG NELSON – Meals on Wheels - Normandy Park

Employed by District 624 since 06/28/2021

Effective Date: 09/09/2024

RETIREMENT - CLASSIFIED STAFF

DAVID PIERSON – Custodian - WBLAHS

Employed by District 624 since 01/24/2022

Effective Date: 11/01/2024

EXTRA ASSIGNMENT - CERTIFIED STAFF

CALEB HARDACRE – .2 Math Teacher - WBLAHS

MA +15, step 13, \$18,139.60

Effective Date: 08/26/2024 - 06/09/2025

AMY JORGENSEN – .2 Math Intervention Teacher - Central Middle School

MA +60, step 13, \$21,743.80

Effective Date: 08/26/2024 - 06/09/2025

KURT KIRSCHLING – .1 Math Teacher - Central Middle School

MA +60, step 13, \$9,987.40

Effective Date: 08/26/2024 - 06/09/2025

TIMOTHY LARSON – .2 Math Teacher - Central Middle School

MA +60, step 13, \$19,974.80

Effective Date: 08/26/2024 - 06/09/2025

KARLIE MYETTE – .2 Math Teacher - Central Middle School

MA +60, step 13, \$20,734.80

Effective Date: 08/26/2024 - 06/09/2025

DELROY NYREN – .2 Industrial Tech Teacher - WBLAHS

MA +60, step 13, \$21,743.80

Effective Date: 08/26/2024 - 06/09/2025

STEPHANIE ROLOFF – .1 FACS Teacher - WBLAHS

MA +60, step 13, \$9,987.40

Effective Date: 08/26/2024 - 06/09/2025

CHANGE IN ASSIGNMENT - NON-AFFILIATED
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JANE TUTTLE – From OST Site Supervisor - Willow Lane Elementary

To - OST Site Leader - Lincoln Elementary

\$24.13/hr

Effective Date: 09/13/2024

DAVID JOHNSON – From OST Site Supervisor - Willow Lane Elementary

To OST Site Leaders - Lincoln Elementary

Effective Date: 09/12/2024

CHANGE IN ASSIGNMENT - CLASSIFIED STAFF
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TIM BERNIER – Custodian - Oneka Elementary

From \$23.68 To \$23.68 + \$.30 shift differential

Effective Date: 09/04/2024

JEFFREY CASBY – From Custodian - Mariner Middle School

To Head Custodian - Birch Lake Elementary, Central Middle School, District Center

From \$27.62 To \$32.43

Effective Date: 09/23/2024

KELLY ERICKSON – NS Assistant - Central Middle School

From 4.5 hrs To 5.5 hrs

Effective Date: 10/02/2024

TERA KUNZE-MOORE – Behavior Management Para - Matoska International

From 6.5 hrs To 7 hrs

Effective Date: 09/02/2024

AMANDA KAPHING – Lunchroom & Playground Supervisor - North Star Elementary

From 2.5 hrs To 2.75 hrs

Effective Date: 09/02/2024

CHANGE IN ASSIGNMENT - CERTIFIED STAFF

KRISTI GILE – From Special Education Teacher - Birch Lake Elementary

To Child & Family Advocate - Normandy Park

0.9 FTE BA+30 Step 13 \$66,402.90

Effective Date: 08/26/2024

TEMPORARY CHANGE IN ASSIGNMENT - CLASSIFIED STAFF

STEPHANIE LANNERS – Paraeducator - Oneka Elementary

Correction: From 24 hrs. per wk., To 29.5 hrs. per wk.,

Effective Date: 2024-2025 School Year

ANDREA SEGRAVES – Paraeducator - Oneka Elementary

Correction: From 24 hrs. per wk., To 29.5 hrs. per wk.,

Effective Date: 10/25/2024 to 06/06/2024

NEW PERSONNEL - NON-AFFILIATED

LEO JACKSON – Out of School Time Coordinator - District Center

40 hrs. wk. \$87,500 annually

Effective Date: 09/30/2024

NEW PERSONNEL - CLASSIFIED STAFF

HEATHER ANDERSON – NS Assistant - WBLAHS

\$19.31 per hr. 18.75 hrs. per wk.,

Effective Date: 10/01/2024

MADILYNN AUBIN – Lunchroom & Playground Supervisor - Vadnais Heights Elementary

\$21.27 per hr. 12.5 hrs. per wk.

Effective Date: 09/06/2024

SANDRA DEL CASTILLO – Bus Driver - Bus Garage

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 10/07/2024

PATRICE COWELL – NS Assistant - Mariner Middle School

\$19.31 per hr. 18.75 hrs. per wk.,

Effective Date: 09/30/2024

ANN FEITL – Administrative Assistant - TEC

\$23.86 per hr. 40 hrs. per wk.

Effective Date: 09/18/2024

KENDAL JOHNSON – OST Program Assistant - Oneka Elementary

\$19.39 per hr. 17.5-19.99 hrs. per wk.

Effective Date: 10/08/2024

MICHELLE JOHNSON – Paraeducator - Central Middle School

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 10/02/2024

BRIAN JOLLY – NS Assistant - WBLAHS

\$19.31 per hr. 18.75 hrs. per wk.,

Effective Date: 10/07/2024

TYLER KLUETZMAN – Media Clerk - Central and Mariner Middle School

\$21.86 per hr. 40 hrs. per wk.,

Effective Date: 09/23/2024

LAUREN FURBUR – Paraeducator - WBLAHS

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 09/05/2024

REGINA GARCIA – Paraeducator - WBLAHS

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 09/16/2024

LEEMU GARYU – OST Program Assistant - North Star Elementary

\$19.39 per hr. 17.5-19.99 hrs. per wk.

Effective Date: 10/07/2024

MICHAEL KOCH – Bus Aide - Bus Garage

\$21.16 per hr. 30 hrs. per wk.

Effective Date: 09/03/2024

AMY LARSEN –AA- Building Assistant - North Star Elementary

\$21.27 per hr. 15 hrs. per wk.

Effective Date: 09/23/2024

TODD LARSON – Custodian - WBLAHS

\$22.79 per hr. 40 hrs. per wk.

Effective Date: 09/09/2024

DEVIN LYDON – Custodian - Oneka Elementary

\$22.49 per hr. 40 hrs. per wk.

Effective Date: 09/17/2024

HALLIE MAROUSHEK – OST Program Assistant - Vadnais Heights Elementary

\$19.39 per hr. 15-17.49 hrs. per wk.

Effective Date: 09/23/2024

BRITANY MARTINEZ – OST Program Assistant - North Star Elementary

\$19.39 per hr. 15-17.49 hrs. per wk.

Effective Date: 09/27/2024

KARIANNE MEIER – NS Assistant - Central Middle School

\$19.31 per hr. 18.75 hrs. per wk.,

Effective Date: 10/10/2024

JORDAN OTTAVIANI – Early Childhood Assistant - Otter Lake Elementary

\$21.52 per hr. 27.5 hrs. per wk.

Effective Date: 09/23/2024

MADELEINE PETERSON – Paraeducator - Normandy Park

\$22.91 per hr. 24 hrs. per wk.

Effective Date: 10/14/2024

COURTNEY PETERSON – Paraeducator - Central Middle School

From 29.5 hrs. per wk., To 35 hrs. per wk.,

Effective Date: 2024-2025 School Year

JOSEPH TAMIRU – OST Program Assistant - Otter Lake Elementary

\$19.39 per hr. 12.5-14.99 hrs. per wk.

Effective Date: 09/23/2024

JAMIE TUEFFEL – Meals on Wheels - Normandy Park

\$22.45 per hr. 27.5 hrs. per wk.

Effective Date: 09/23/2024

KYLE VEIGEL – Custodian - Vadnais Heights Elementary and Normandy Park

\$22.79 per hr. 40 hrs. per wk.

Effective Date: 10/07/2024

GREGG VOGEL – Paraeducator - WBLAHS

\$22.91 per hr. 32.5 hrs. per wk.

Effective Date: 10/10/2024

DIANE WIMPERIS – Lunchroom & Playground Supervisor - Lincoln Elementary
\$21.27 per hr. 13.75 hrs. per wk.
Effective Date: 09/09/2024

JULIANNE ZERWAS – Paraeducator - Lakeaires Elementary
\$22.91 per hr. 32.5 hrs. per wk.
Effective Date: 10/07/2024

ISABELA ZIMMERMAN – Paraeducator - Oneka Elementary
\$22.91 per hr. 32.5 hrs. per wk.
Effective Date: 09/30/2024

NEW PERSONNEL - CERTIFIED STAFF
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COLLEEN O'BRIEN – School Nurse Teacher - Birch Lake Elementary and Central Middle School
1.0 FTE BA Step 9 \$57,969.48
Effective Date: 09/10/2024

KAYLA MONTPETIT – Art Teacher - Otter Lake Elementary
1.0 FTE BA Step 2 \$52,272
Effective Date: 08/26/2024

DOROTHY VELASCO – Language Arts Teacher - WBLAHS
1.0 FTE BA Step 3 \$53,185.00
Effective Date: 08/26/2024

TEMPORARY - CERTIFIED STAFF

LINDSAY LANG – Full Time Building Reserve - Mariner Middle School
\$210/per day., 40 hrs per week
Effective Date: 09/23/2024 - 06/06/2025

PATRICK KIZER – Full Time Building Reserve - WBLAHS
\$210/per day., 40 hrs per week
Effective Date: 10/02/2024 - 01/17/2025

LONG-TERM SUBSTITUTE - CLASSIFIED STAFF
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TZA-LA LEE – AA - Building Assistant - Matoska International
\$21.27 per hr., 20 hrs. per wk., \$ 935.88
Effective Date: 09/13/2024 - 09/27/2024

LONG-TERM SUBSTITUTE - CERTIFIED STAFF

AUBREY BORK VANNATTA – Special Education Teacher - TEC

1.0 FTE BA Step 1 \$11,493.19

Effective Date: 09/20/2024 - 11/20/2024

SARAH FLYNN – Kindergarten Teacher - Willow Lane Elementary

1.0 FTE BA Step 2 \$30,312.37

Effective Date: 12/20/2024 - 06/09/2025

PATRICK KIZER – Full Time Building Reserve - WBLAHS

\$210/per day

Effective Date: 10/02/2024 - 01/17/2025

ALEXIS MACKEN – Special Education Teacher - Central Middle School

1.0 FTE BA Step 6 \$25,115.96

Effective Date: 9/11/2024 - 01/17/2025

JUSTIN TAACK – Special Education Teacher - Central Middle School

1.0 FTE BA Step 1 \$10,964.77

Effective Date: 09/30/2024 - 11/26/2024

ANN ZETTEL – ECFE Teacher - Normandy Park

1.0 FTE MA Step 13 \$8,872.90

Effective Date: 2024-2025 School Year

AGENDA ITEM: **Quarterly Investment Update**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Action Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for
Finance and Operations;
Andi Johnson, Director of Finance**

BACKGROUND:

Policy 705 states, “The investment officer shall prepare and submit to the School Board a quarterly investment report that summarizes recent market conditions, economic developments, and anticipated investment conditions.”

Below you will find the information concerning our investments as of quarter-end. Though there was more clarity regarding the timing of the first Fed rate cut, the pace and magnitude of future Fed cuts remain uncertain. Credit spreads on the short end of the curve widened slightly towards the end of the quarter. The money market yield curve in general remains inverted as the market continues to price in multiple Fed rate cuts. Nonetheless, the District’s total overall aggregate general operating funds and bond proceeds funds follow the District’s investment policy statement and Minnesota state statutes (Minnesota Statute 118A.04) as all the investment holdings are of extremely high quality. In addition, the District’s Other Post-Employment Benefits (“OPEB”) Trust fund is also in compliance with Minnesota Statute 356A.

As a reminder, the District can invest its operating general funds and bond proceeds funds in only the most high-quality (minimal risk) securities as allowed by Minnesota state statutes and the District’s investment policy. This includes government securities (U.S. Treasuries and Federal Agencies such as Fannie Mae, Freddie Mac, and mortgage-backed federal investments, and instruments of other government-sponsored enterprises); high-grade commercial paper, which is short-term, highly-rated debt of corporate issuers; certificates of deposit (collateralized and FDIC-insured); municipal bonds (state and local government securities); collateralized investment agreements; banker’s acceptances; repurchase agreements; and cash/money market funds or local government investment pools. Since the permitted investments as allowed by state statute are of the highest safety (and least risk), general operating fund and bond fund investment earnings generated by governmental entities like the District tend to be low relative to portfolios managed with more latitude.

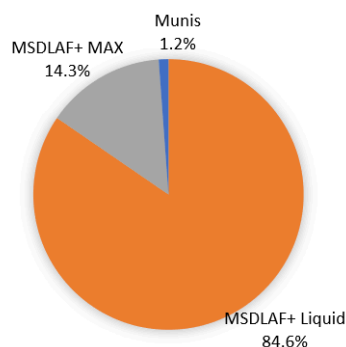
This quarterly memorandum is submitted in compliance with the Board Policy mandate. For the period ending September 30, 2024, the District’s overall operating and bond proceeds funds had the following characteristics:

Operating and Debt Funds Portfolio Summary		
Portfolio Holdings	Closing Market Value	Current Yield
MSDLAF+ Liquid Class	\$126,701,648.80	4.77%
MSDLAF+ MAX Class	\$21,392,974.51	4.87%
MSDLAF+ Managed Accounts	\$1,734,400.43	N/A
<i>Total</i>	<i>\$149,829,023.74</i>	

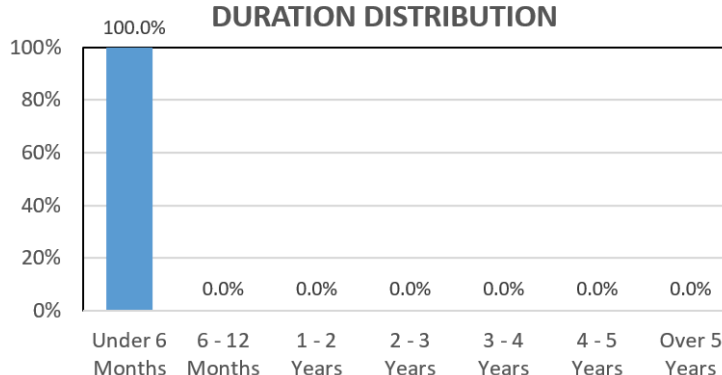
Operating and Debt Funds Portfolio Summary		
Type of Funds	Market Value	% of Assets
Temporarily Restricted Funds	\$134,576,618.15	89.8%
Unrestricted Funds	\$15,252,405.59	10.2%
<i>Total</i>	<i>\$149,829,023.74</i>	<i>100.0%</i>

Operating and Debt Funds Investment Allocation		
Investment Type	Closing Market Value	Percent
U.S. Treasuries	\$0.00	0.00%
Federal Agencies	\$0.00	0.00%
Certificates of Deposit	\$0.00	0.00%
Commercial Paper	\$0.00	0.00%
Municipal Bonds	\$1,734,400.43	1.16%
LGIP	\$148,094,623.31	98.84%
<i>Total</i>	<i>\$149,829,023.74</i>	<i>100.00%</i>

SECTOR ALLOCATION



DURATION DISTRIBUTION



The U.S. economy is characterized by: (i) a labor market that reached better balance and an economy supported by consumer activity; (ii) inflation that has made meaningful progress towards the Federal Reserve’s 2.0% target, although shelter costs remain a headwind; and (iii) resilient economic growth and consumer spending that supports the “soft landing scenario.”

The Federal Reserve began its easing cycle as the Fed cut the Federal Funds target rate by 50 basis points to a range of 4.75% – 5.00% at its September FOMC meeting. Fed officials noted that they have gained greater confidence that the risks to their dual mandate are “roughly” in balance. The Fed’s September “dot plot” implies 50 basis

points of additional cuts in calendar year 2024 and 100 basis points of cuts through the calendar year of 2025. The global easing cycle is underway with nearly all major central banks (excluding the Bank of Japan) completing multiple rate cuts.

Treasury yields continued their descent throughout the past quarter. Yields on maturities between 3 months and 10 years fell by 62 – 112 basis points during the quarter. The yield curve began to dis-invert in the quarter as the spread between the 2-year Treasury and 10-year Treasury reached positive territory for the first time in over two years. Despite intra-quarter spread widening, yield spreads across most credit sectors were range bound at tight levels, reflecting the strength of the economy.

Real GDP growth in calendar year 2024 is projected to be 2.7%, helped by a surprisingly strong second quarter and an equally strong third quarter that is expected. GDP is expected to slow to 1.9% in 2025 as still high borrowing costs and prices slow spending. U.S. economic growth remains strong, reflecting a consumer who continues to spend at elevated levels. Economic growth outside the U.S. remains mixed though. China has moved forward with a package of stimulus measures aimed to boost growth. The country remains poised to take additional swift action should it be deemed necessary.

The labor market continues to moderate from extremely strong levels seen in prior quarters. Moreover, the recent downward revisions to non-farm payrolls through March of 2024 further emphasized the cooling. Other labor metrics remain well positioned such as the layoffs and discharge rate pointing towards moderation rather than deterioration. The unemployment rate is expected to remain above 4.0% in the second half of calendar year 2024 to a 4.4% peak in early calendar year 2025. This level is near its historic low as businesses prefer to cancel job openings instead of laying off workers. Recent weakness in other job market indicators will motivate the Fed to continue their now-initiated cutting cycle, with upcoming jobs data dictating the pace.

The consumer continues to spend and support economic strength. Upward revisions to the personal savings rate paint the consumer in a better light than previously thought, but the trend of consumers dipping into savings continues. Moderation in the pace of overall spending is expected given slowing wage growth and cooling market conditions. Increasing affordability concerns and a softer labor market will slow spending as consumers continue to dip into savings and use debt to maintain spending needs. Consumers are expected to moderate spending to 2.5% by the end of calendar year 2024. Additionally, spending is expected to slow to 2.0% in calendar year 2025, its 20-year average, supported by an unemployment rate near its historic low.

Tight existing home inventories will keep home prices steadily increasing through the 2024 calendar year, weighing on affordability. Economists expect new home building to weaken until later in the calendar year once the earlier inventory build is reduced. Lower rates in calendar year 2025 will likely bring more supply to the market, reboot existing home sales, and slow price gains in the coming years.

Wall Street analysts expect overall business investment to moderate into the 2025 calendar year, as economic activity softens and the policy-related boost in private investment in nonresidential structures continues to wane. Equipment and intellectual

property investment is expected to help support investment, in part tied to the 2023 build in nonresidential structures and anticipated expansion in artificial intelligence.

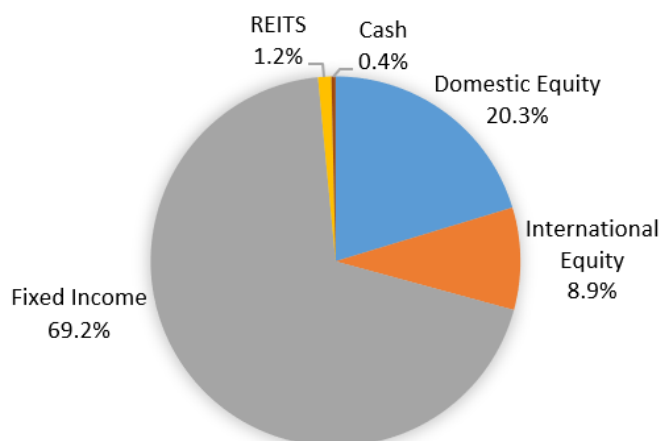
Inflation continues to trend lower but has been buoyed by stubborn housing costs. The broad-based inflation cooling helped fuel the Fed's decision to cut by 50 basis points, but policymakers note they are not declaring victory on price stability yet. Inflation price gains are expected to continue to moderate throughout the calendar year. The market expects the core Personal Consumption Expenditures ("PCE") index to reach the Fed's target by the beginning of calendar year 2025. Confident that inflation is continuing to cool, particularly super-core PCE inflation, the Fed is expected to continue cutting rates in November. From an economic standpoint, a 25-basis point cut would be enough to keep the economy on track.

The continuation of stable market measures, such as narrow credit spreads, record equity index levels, and low volatility, reflect economic confidence. The market remains focused on the cooling labor market and the effects that this might have on the consumer as potential catalysts for a broader slow down, but that is not the base case expectation.

For the first three months of fiscal year 2025, actual earned income in the MSDLAF+ accounts amounted to approximately \$2.01 million. While the pace and magnitude of future Fed cuts is even more uncertain following their 50-basis point cut in September, the market has held the view for some time that rates have peaked and more Fed rate cuts are coming before the end of the fiscal year. As a result, the budget for interest income in FY 2025 is projected to be about \$5.71 million.

The OPEB Trust account managed by the District at the end of the quarter totaled: ~\$34,096,107.55. As of September 30, 2024, the OPEB investment portfolio was diversified and allocated as follows:

OPEB TRUST SECTOR ALLOCATION



It was a quarter to remember for the stock market after the S&P 500 and Dow hit fresh highs the week before quarter-end. Recent data indicates that all the ingredients are

coming together for a “soft landing.” The economy is staying strong while inflation has continued to fall. Also, more Federal Reserve rate cuts are on their way.

The stock market is racking up record highs again and investors are wasting no time moving into riskier assets from bitcoin to tech stocks after September’s long-awaited rate cut from the Federal Reserve. The S&P 500 and Dow surged to new highs after the Fed cut interest rates by half a point, marking a pivot from the aggressive hiking cycle that brought rates to a 23-year high. Strong economic data has kept the party going.

The Personal Consumption Expenditures price index, the Federal Reserve’s preferred inflation gauge, showed that the prices consumers paid for goods and services rose by 2.2% in August on an annual basis, down from 2.5% in July. The reading was below expectations from economists and is a step closer towards the Fed’s 2.0% inflation target. Other fresh data has offered further encouragement that the economy is on solid footing. The third estimate for 2024 calendar-year second-quarter gross domestic product showed that the U.S. economy expanded at a solid 3.0% clip from the prior year. What seems to be unfolding before us is a soft-landing scenario in which inflation comes down without the economy entering a recession.

Elsewhere, the average rate on a standard 30-year fixed mortgage fell to its lowest level since September of 2022, providing relief for Americans stung by the tough housing market. Applications to refinance a mortgage soared the last week of the quarter as the housing market is known for being sensitive to the ebbs and flows of the economy.

The U.S. economy is expected to moderate through the first half of calendar year 2025, as still-high interest rates slow private sector demand. As the Fed’s rate cuts slowly feed into the economy, amidst a still relatively healthy jobs market, spending and investment activity are expected to improve starting in the second half of calendar year 2025.

Domestically, the greatest challenge to a recession actually stems from Fed policy decisions. Given monetary policy acts with a lag, the U.S. could suffer an affordability crunch even though the Fed has started lowering rates. A Fed mistake could cause a headwind. In addition, geopolitical risk is still a major concern worldwide. A healthy labor market, supported by increased immigration, should hopefully provide a cushion though.

Lastly, despite all the rhetoric stated above, trying to predict how the economy will act going forward will still be a somewhat difficult job as who knows what the effects will be from the hurricanes that we are seeing and the strikes (or near strikes) as well that represent interruptions to economic activity. There are also two wars going on globally, with the Ukrainian/Russian conflict and the Israeli/Hamas conflict that we unfortunately just celebrated the one-year anniversary of. On top of that, we do have a presidential election coming up next month. However, despite all of this, overall, the underlying strength of the economy should hopefully outweigh any storms or headwinds that the U.S. economy may see going forward.

For the period ending September 30, 2024, the OPEB Trust account had the following preliminary returns:

Other Post-Employment Benefits (“OPEB”) Trust Fund Returns		
Portfolio / Benchmark	Quarter-To-Date Return	Year-To-Date Return
OPEB Trust Account	2.94%	5.34%
Blended Benchmark	2.24%	5.07%
<i>Difference</i>	<i>+0.70%</i>	<i>+0.27%</i>

B. PUBLIC FORUM

Listed below are the procedures for addressing the School Board on a topic of interest or concern.

1. Speakers must reside in the District, be a guardian of a student(s) in the District, be a student in the District, or be employed by the District. The School Board will give priority to individuals who wish to address a specific item that is on the agenda for that meeting. After this priority has been applied, any remaining openings to speak - up to the total of ten individuals - will be determined by lot.
2. Public Forum will be open for up to 30 minutes (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic). Speakers are encouraged to avoid repeating comments that other speakers have made.
3. Those who wish to address the School Board must submit a written request to speak before 3:00 pm on the day of the School Board meeting. Requests must be submitted to the following email address: publiccomment@isd624.org, or by phone at 651-407-7563.
4. The School Board Chair will call speakers to the microphone and will recognize one speaker at a time. Speakers must be in person to be recognized. Only those individuals who have been recognized by the School Board Chair will be allowed to speak during the public comment period.
5. School District policy and data privacy laws preclude the School Board from publicly discussing personnel and student matters or data, including information, which, if discussed in a public meeting could violate law or policy.
6. Members of the public may not engage in conduct that materially and substantially disrupts any part of a School Board meeting, or that otherwise impedes the School Board's ability to conduct its business in an orderly and efficient fashion.
7. If a speaker violates any of the established procedures or engages in any prohibited conduct, the Board Chair will rule the speaker out of order.
8. An appropriate school district official may be assigned to contact the speaker with answers to their questions or with follow-up information.
9. A handout on the purpose of the Public Forum and the process is available at each regular School Board meeting.
10. Citizens may be asked to address the School Board on a particular subject during the discussion of that item.

C. INFORMATION ITEMS

AGENDA ITEM: **Student Recognition**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Informational Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent;**
Marisa Vette, Director of Communication and
Community Relations

BACKGROUND:

We will recognize students who represented the district at a state or national level during tonight's meeting. Certificates and Bear pins have been distributed to the students. Congratulations, students!

The AP Scholar award is granted to students who receive scores of 3 or higher on three or more AP Exams.

The AP Scholar with Honor award is granted to students who receive an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams.

The AP Scholar with Distinction award is granted to students who receive an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams.

Honoree Name	Honor
Ethan Anderson, 11th grade	AP Scholar
Clara Blauer, 11th grade	AP Scholar
Charlotte Cannon, 11th grade	AP Scholar
Gionni Pescosolido, 11th grade	AP Scholar

Maxwell Popp, 11th grade	AP Scholar
Peter Tucker, 11th grade	AP Scholar
Mary Anderson, 12th grade	AP Scholar
Sahaj Bhakta, 12th grade	AP Scholar
Talis Birmanis, 12th grade	AP Scholar with Distinction
Nathaniel Brown, 12th grade	AP Scholar with Honor
Evan Chang, 12th grade	AP Scholar
Henry Cork, 12th grade	AP Scholar
Connor Crouch, 12th grade	AP Scholar
Robert Dresen, 12th grade	AP Scholar with Distinction
Peyton Ek, 12th grade	AP Scholar
Grant Evans, 12th grade	AP Scholar with Honor
Ellia Groneberg, 12th grade	AP Scholar
Lindsey Hanson, 12th grade	AP Scholar
Marshall Hawks, 12th grade	AP Scholar
Amelie Hodge, 12th grade	AP Scholar with Distinction
Morgan Holmstrom, 12th grade	AP Scholar with Honor
Keith Houchins, 12th grade	AP Scholar with Honor
Tyler Josephs, 12th grade	AP Scholar with Distinction
Landon Kohler, 12th grade	AP Scholar
Vaughn Larson, 12th grade	AP Scholar
Carter Mcleod, 12th grade	AP Scholar

Benjamin McMillen, 12th grade	AP Scholar with Honor
Cara McMonigal, 12th grade	AP Scholar
Samantha Nelson, 12th grade	AP Scholar
Miriya Nguyen, 12th grade	AP Scholar with Honor
Paige Peters, 12th grade	AP Scholar with Distinction
Sienna Rivera, 12th grade	AP Scholar
Jack Sams, 12th grade	AP Scholar with Distinction
Chancellor Wettstein, 12th grade	AP Scholar with Honor
Claire Whitcomb, 12th grade	AP Scholar with Honor
Jack Binsfeld, 2024 graduate	AP Scholar with Distinction
Alexandria Boncher, 2024 graduate	AP Scholar
Xanthea Carlson, 2024 graduate	AP Scholar with Distinction
Connor Christensen, 2024 graduate	AP Scholar
Stella Christianson, 2024 graduate	AP Scholar
Tyler Christianson, 2024 graduate	AP Scholar
Ian Cran, 2024 graduate	AP Scholar
Gage Delamartre, 2024 graduate	AP Scholar
Isabella Femrite, 2024 graduate	AP Scholar with Distinction
Matthew Fish, 2024 graduate	AP Scholar with Distinction
Jessica Grann, 2024 graduate	AP Scholar
Ryan Hackbarth, 2024 graduate	AP Scholar with Honor
Karly Heimbach, 2024 graduate	AP Scholar

Alexander Her, 2024 graduate	AP Scholar
Jordan Humphrey, 2024 graduate	AP Scholar with Distinction
Natalie Jahnke, 2024 graduate	AP Scholar with Honor
Skylar Johnson, 2024 graduate	AP Scholar
Karolis Kairys, 2024 graduate	AP Scholar with Distinction
Christopher Knoebel, 2024 graduate	AP Scholar with Distinction
Brayden Kolb, 2024 graduate	AP Scholar with Distinction
Aidan Kregness, 2024 graduate	AP Scholar
Jaden Kretsch, 2024 graduate	AP Scholar with Honor
Daniel Lang, 2024 graduate	AP Scholar with Distinction
Jack Langenfeld, 2024 graduate	AP Scholar with Distinction
Bjorn Lief, 2024 graduate	AP Scholar with Distinction
Eliza Longfellow, 2024 graduate	AP Scholar
Lane Luadtke, 2024 graduate	AP Scholar
William Luther, 2024 graduate	AP Scholar with Distinction
Michael Markuson, 2024 graduate	AP Scholar with Honor
Conner Matuza, 2024 graduate	AP Scholar with Distinction
Colin McMonigal, 2024 graduate	AP Scholar with Honor
Addison Medin, 2024 graduate	AP Scholar with Honor
Ambrosio Medina, 2024 graduate	AP Scholar with Distinction
Amanda Meyers, 2024 graduate	AP Scholar
Andrew Mudgett, 2024 graduate	AP Scholar

Ryley Murphy, 2024 graduate	AP Scholar
Maxine Pagaduan, 2024 graduate	AP Scholar with Honor
Nathan Reeves, 2024 graduate	AP Scholar with Distinction
John Rogers, 2024 graduate	AP Scholar with Honor
Michael Schatvet, 2024 graduate	AP Scholar
Annika Schroeder, 2024 graduate	AP Scholar
Jonah Scott, 2024 graduate	AP Scholar
Ari Shimek, 2024 graduate	AP Scholar
Eli Simanek, 2024 graduate	AP Scholar with Distinction
Jeffrey Smentek, 2024 graduate	AP Scholar
Anna Stambaugh, 2024 graduate	AP Scholar
Gavin Stedje, 2024 graduate	AP Scholar with Distinction
Skylar Swenson, 2024 graduate	AP Scholar with Honor
Abraham Vaching, 2024 graduate	AP Scholar
Ean Viker, 2024 graduate	AP Scholar
Calvin Weier, 2024 graduate	AP Scholar
Rebekah Weiman, 2024 graduate	AP Scholar with Distinction
Vera Zech, 2024 graduate	AP Scholar
Michael Zewdie, 2024 graduate	AP Scholar with Distinction

AGENDA ITEM: **Activities & Athletics Update**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Information Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent
for Teaching and Learning**

BACKGROUND:

WBLAHS Activities Director Brian Peloquin will provide an update on fall activities and athletics, including a highlight on Homecoming week events.

WBLAHS Activities & Athletics Update

October 14, 2024
School Board Meeting

Strong Student Experience

Theme for first 60 days:
Do I belong here?

Relationships
Ownership
Awareness
Respect



GO BEARS



Strong Student Experience

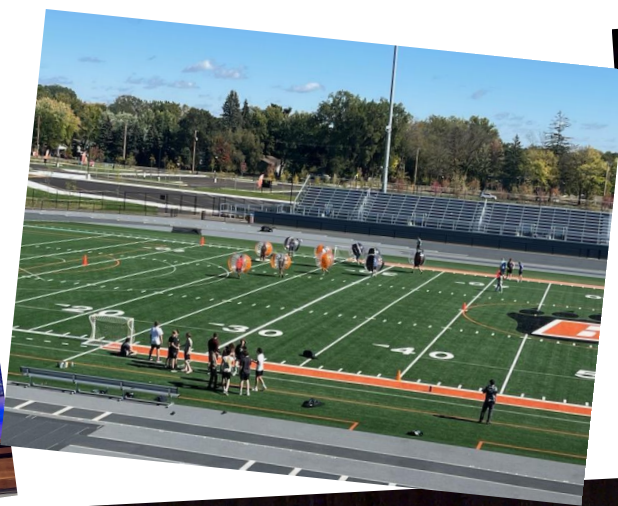
Getting involved in co-curriculars

- Make a big school feel small.
- Freshmen ended their orientation day learning about all the activities we offer at WBLAHS.
- Grades 9-12 Activities Fair during Homecoming Week.
- School-wide goal: 85% of our student body will be able to identify a sport, activity, fine art, school program or club they have joined.

GO BEARS

Homecoming 2024

						
White Bear Lake Area Schools Homecoming 2024						
Scan here to follow us on Insta!						
						
Sunday Oct. 6	Monday Oct. 7	Tuesday Oct. 8	Wednesday Oct. 9	Thursday Oct. 10	Friday Oct. 11	Saturday Oct. 12
Medallion Hunt! <i>For students in grades 9-12. Clues begin Fri, 10/4 and continue until the treasure is found!</i>	Color Day! Freshmen = Green Sophomores = Red Juniors = Blue Seniors = Pink	Anything But a Backpack Day!	Mathletes and Athletes Day!	Formal Day!	Bear Wear Day!	
Medallion Hunt & Theme Days are for Students in Grades 9-12						
Bubble Soccer Tournament WBLAHS Stadium See schedule	Adapted Soccer WBLAHS 4:30pm	Talent Show Central Middle School Theatre 6:00pm Event Information	Set Sail With Mariner Middle School Community Open House Event 6-8pm Event Information	Volleyball WBLAHS 7:00pm	Pepfest (Morning) Parade Line-up 4:00pm Parade Start 4:30pm Varsity Football Game WBLAHS Stadium 7:00pm	Bear Bike Ride 9:00am Event Information Homecoming Semi-Formal Dance WBLAHS Field House 7:00-10:00 pm Theme: Red Carpet Gala Ticket Information
Bounce House Carnival 4-7pm Event Information		Girls Swim & Dive WBL YMCA 6:00pm	<i>Stop by downtown WBL stores to see how our students painted the town orange!</i>			
Coronation WBLAHS Theatre 6pm						
Bubble Soccer Championship Game WBLAHS Stadium 7:30pm						



Athletics Highlights

Boys Soccer: Finished 3rd in SEC and made it to Section play

Girls Soccer: Clinched SEC title and made it to Section play

Girls Tennis: Made it to the Section 4AA semifinals contest

Girls Swim & Dive: New facility improvements at the WBLAS YMCA pool, won first conference dual meet over FLAHS

Football: Playing at the new WBLAHS Stadium

Volleyball: 16-11 (First season over .500 in several years)

Boys Cross Country: Finished 6th of 21 teams at the Alexandria Meet of Champions

Girls Cross Country: Finished 8th of 20 teams at the Alexandria Meet of Champions

Adapted Soccer: Beat Robbinsdale 4-2 at home

GO BEARS



Fine Arts Upcoming Events

Fall Musical

Legally Blonde, Nov. 15-23 at WBLAHS Theater

Choir Concerts

Oct. 24, 2024 at Mariner Middle School

Dec. 17, 2024 in Performing Arts Center (PAC)

Band Concerts

Nov. 7, 2024 in field house

Dec. 5, 2024 in PAC

Orchestra Concert

Nov. 25, 2024 in PAC

GO BEARS

Join
us!

VIEW EVENTS BY SCHOOL

Custom Online Ticketing Provided by HomeTown Ticketing

WHITE BEAR LAKE AREA HIGH SCHOOL



2024-25 Season Passes

Thursday, August 1st – Friday, May 30th

WHITE BEAR LAKE - ALL VENUES
3551 McKnight Rd, MN 55110

AUGUST

1

SEASON PASSES

Event Policy: This event has a no refund policy.

GET PASSES

Season Passes are good for all HOME varsity events at both North and South Campus. Exclude all playoff games.



GO BEARS

Join us!



Senior Community Member Lifetime Activity Pass

This Senior Community Member Activity Pass grants
free admission into home activities* for

YOUR NAME

Validated by Dr. Wayne A. Kazmierczak, Superintendent

GO BEARS

Join us!

WHITE BEAR LAKE AREA HIGH SCHOOL FIELD HOUSE - WALKING TRACK

FREE & INDOORS

**MON - THU
6:00 - 9:00 PM**

Starts late October



WBLA HIGH SCHOOL, 5040 BALD EAGLE AVE, WBL

GO BEARS



D. DISCUSSION ITEMS

AGENDA ITEM: **Policy 404, Employment Background Checks**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources and General Counsel**

BACKGROUND:

School Board Policy 404, Employment Background Checks, was reviewed by the School Board Policy Committee and Cabinet, and is being recommended for a first reading. The changes to this policy are in sections II and III, and the legal references.

The purpose of this policy is to maintain a safe and healthful environment in the school district in order to promote the physical, social, and psychological well-being of its students.

RECOMMENDATION:

Review the policy and provide suggestions or feedback to the administration, with the policy placed on the November 12, 2024 or a subsequent School Board meeting agenda for action.

Adopted: April 29, 1996
Revised: January 11, 2010
Revised: October 11, 2010
Revised: October 8, 2012
Revised: April 11, 2022

White Bear Lake Area
School District #624 Policy 404

Revised: July 16, 2018
Revised: _____

404 EMPLOYMENT BACKGROUND CHECKS

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment in the school district in order to promote the physical, social, and psychological well-being of its students. To that end, the school district will seek a criminal history background check for applicants who receive an offer of employment with the school district and on all individuals, except enrolled student volunteers, who are offered the opportunity to provide volunteer services to the school district, regardless of whether any compensation is paid, or such other background checks as provided by this policy. The school district may also elect to do background checks of service providers, independent contractors, and student employees in the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall require that applicants for school district positions who receive an offer of employment and all individuals, except enrolled student volunteers, who are offered the opportunity to provide volunteer services to the school district, regardless of whether any compensation is paid, submit to a criminal history background check. The offer of employment or the opportunity to provide services shall be conditioned upon a determination by the school district that an individual's criminal history does not preclude the individual from employment with, or providing services to, the school district.
- B. The school district specifically reserves any and all rights it may have to conduct background checks regarding current employees, applicants, or service providers without the consent of such individuals.
- C. Adherence to this policy by the school district shall in no way limit the school district's right to require additional information, or to use procedures currently in place or other procedures to gain additional background information concerning employees, applicants, volunteers, service providers, independent contractors, and student employees.

III. PROCEDURES

- A. An individual will not commence employment until the school district receives the results of the criminal history background check. Background checks will be performed by the Minnesota Bureau of Criminal Apprehension (BCA). The BCA shall conduct the background check by retrieving criminal history data as defined in Minnesota Statutes, section ~~Stat. §~~ 13.87. The school district reserves the right to also have criminal history background checks conducted by other organizations or agencies.
- B. In order for an individual to be eligible for employment or to provide volunteer services to the school district, except for an enrolled student volunteer, the individual must sign a criminal history consent form, which provides permission for the school district to conduct a criminal history background check, and provide a money order or check payable to either the BCA or to the school district, at the election of the school district, in an amount equal to the actual cost to the BCA and/or the school district of conducting the criminal history background check. The cost of the criminal history background check is the responsibility of the individual, unless the school district decides to pay the costs for a volunteer, service provider, independent contractor, or student employee. If the individual fails to provide the school district with a signed Informed Consent Form and fee at the time the individual receives a job offer or is granted permission to provide services, the individual will be considered to have voluntarily withdrawn the application for employment or request to provide services.
- C. For all non-state residents who are offered employment with or the opportunity to provide volunteer services to the school district, the school district shall request a criminal history background check on such individuals from the superintendent of the BCA and from the government agency performing the same function in the individual's resident state or, if no government entity performs the same function in the resident state, from the Federal Bureau of Investigation. The offer of employment or the opportunity to provide services shall be conditioned upon a determination by the school district that an individual's criminal history does not preclude the individual from employment with, or providing services to, the school district. Such individuals must provide an executed criminal history consent form.
- D. When required, individuals must provide fingerprints to assist in a criminal history background check. If the fingerprints provided by the individual are unusable, the individual will be required to submit another set of prints.
- E. Copies of this policy shall be available in the school district's employment office and will be distributed, upon request, to applicants

for employment and individuals who are offered the opportunity to provide volunteer services. The requirement to submit to a criminal history background check may be included with the basic criteria for employment or providing services in the position posting and position advertisements.

- F. The individual will be informed of the results of the criminal background check(s) to the extent required by law.
- G. If the criminal history background check precludes the individual from employment with, or providing services to, the school district, the individual will be so advised.
- H. The school district shall apply these procedures to service providers and independent contractors.
- I. At the beginning of each school year or when a student enrolls, the school district will notify parents and guardians about this policy and identify those positions subject to a background check and the extent of the school district's discretion in requiring a background check. The school district may include this notice in its student handbook, a school policy guide, or other similar communication. A form notice for this purpose is included with this policy.

IV. CRIMINAL HISTORY CONSENT FORM

A form to obtain consent for a criminal history background check is included with this policy.

Legal References: Minn. Stat. § 13.04, Subd. 4 (Rights of Subjects of Data ~~Inaccurate or Incomplete Data~~)
Minn. Stat. § 13.87, Subd. 1 (Criminal Justice ~~History~~ Data)
Minn. Stat. § 123B.03 (Background Check)
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child, Elder, and Individuals with Disabilities Protection Background Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)

AGENDA ITEM: **Policy 405, Veterans Preference**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources and General Counsel**

BACKGROUND:

School Board Policy 405, Veterans Preference, was reviewed by the School Board Policy Committee and Cabinet, and is being recommended for a first reading. The changes to this policy are in sections I and III, and the cross references.

The purpose of this policy is to comply with the Minnesota Veterans Preference Act (VPA) which provides preference points for veterans applying for employment with political subdivisions, including school districts, as well as additional rights for veterans in the discharge process.

RECOMMENDATION:

Review the policy and provide suggestions or feedback to the administration, with the policy placed on the November 12, 2024 or a subsequent School Board meeting agenda for action.

Adopted: April 29, 1996
Revised: May 9, 2005
Revised: January 9, 2012
Revised: April 14, 2014
Revised: April 11, 2022

White Bear Lake Area
School District #624 Policy 405

Revised: February 12, 2018
Revised: _____

405 VETERANS PREFERENCE

I. PURPOSE

The purpose of this policy is to comply with the Minnesota Veterans Preference Act (VPA), which provides preference points for veterans applying for employment with political subdivisions, including school districts, as well as additional rights for veterans in the discharge process.

II. GENERAL STATEMENT OF POLICY

- A. The school district's policy is to comply with the VPA regarding veterans preference rights and mandated preference points to veterans and spouses of deceased veterans or disabled veterans.
- B. The school district's policy is also to comply with the VPA requirement that no covered veteran may be removed from public employment except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, and in writing, or good faith abolishment of position. This paragraph does not apply to the position of teacher.

III. PROCEDURES

- A. Veterans preference points will be applied pursuant to applicable law as follows:
 - 1. A credit of ten points shall be added to the competitive open examination rating of a non-disabled veteran, who so elects, provided that the veteran obtained a passing rating on the examination without the addition of the credit points.
 - 2. A credit of fifteen points shall be added to the competitive open examination rating of a disabled veteran, who so elects, provided that the veteran obtained a passing rating on the examination without the addition of the credit points.
 - 3. A credit of five points shall be added to the competitive promotional examination rating of a disabled veteran, who so elects, provided that (a) the veteran obtained a passing rating on

the examination without the addition of the credit points and (b) the veteran is applying for a first promotion after securing public employment.

4. A preference may be used by the surviving spouse of a deceased veteran and by the spouse of a disabled veteran who, because of the disability, is unable to qualify.
- B. Eligibility for and application of veterans preference, the definition of a veteran, and the definition of a disabled veteran for purposes of this policy will be pursuant to the VPA.
 - C. When notifying applicants that they have been accepted into the selection process, the school district shall notify applicants that they may elect to use veterans preference.
 - D. The school district's policy is to use a 100-point hiring system to enable allocation of veterans preference points. The school district may or may not use a 100-point hiring system for filling teaching positions. If a 100-point hiring system is not used for filling a teaching position, preference points will not be added, but all veteran applicants who have proper licensure for the teaching position will be granted an interview for the position.
 - E. If the school district rejects a member of the finalist pool who has claimed veterans preference, the school district shall notify the finalist in writing of the reasons for the rejection and file the notice with the school district's personnel officer.
 - F. The school district may require a veteran to complete an initial hiring probationary period as defined in Minn. Stat. § 43A.16.
 - G. In accordance with the VPA, no honorably discharged veteran shall be removed from a position of employment except for incompetency, misconduct, or good faith abolishment of position.
 1. Incompetency or misconduct must be shown after a hearing, upon due notice, upon stated charges, in writing.
 2. A veteran must irrevocably elect to be governed either by the VPA or by arbitration provisions set forth in a collective bargaining agreement in the event of a discharge.
 - H. The VPA and the provisions of this policy do not apply to the position of Superintendent, head of a department, or any person holding a strictly confidential relation to the School Board or school district. The VPA and

the provisions of this policy apply to teachers only with respect to the hiring process, as set forth in Paragraph F., above.

Legal References: Minn. Stat. § 43A.11 (Veterans Preference)
Minn. Stat. § 197.455 (Veterans Preference Applied)
Minn. Stat. § 197.46 (Veterans Preference Act)
Hall v. City of Champlin, 463 N.W.2d 502 (Minn. 1990)
Young v. City of Duluth, 410 N.W.2d 27 (Minn. Ct. App. 1987)

Cross References: ~~MSBA/MASA Model~~ **WBLASB** Policy 401 (Equal Employment Opportunity)

AGENDA ITEM: **Policy 541, Tutoring of Students**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent
for Teaching and Learning**

BACKGROUND:

School Board Policy 541, Tutoring of Students, was reviewed by the School Board Policy Committee and Cabinet, and is being recommended for a first reading. There are no changes recommended.

The purpose of this policy is to encourage and support students to achieve academic excellence by providing students with targeted instruction as the need arises.

RECOMMENDATION:

Review the policy and provide suggestions or feedback to the administration, with the policy placed on the November 12, 2024 or a subsequent School Board meeting agenda for action.

541 TUTORING OF STUDENTS

I. PURPOSE

The School Board believes that every student should be encouraged and supported to achieve academic excellence. In order to meet this goal, the district is committed to providing students with targeted instruction as this need arises.

II. DEFINITIONS

- A. “Paid tutor” refers to an instructor or other employee who gives additional, special, or remedial instruction to students, and receives some financial remuneration for tutoring, from any source, which could include the student, the student’s family, the School District, or a third party.
- B. “Tutor” means an instructor or other employee who gives additional, special, or remedial instruction to students.
- C. “Volunteer tutor” is an instructor or other employee who gives additional, special, or remedial instruction to students at no cost to the student, to the student’s family, or to the district, and who receives no financial remuneration for tutoring.

III. GENERAL PROCEDURES

White Bear Lake Area School District recognizes that tutorial help can be provided in many ways, some of which are appropriate, and some of which are perceived as a “conflict of interest” and should be avoided.

- A. In making a professional judgment, teachers should be governed by other school district policies, and by the *Code of Ethics for Minnesota Teachers*, which provides, in part: “A teacher shall not use professional relationships with students, parents, and colleagues, to private advantage”. (8700.7500 subpart 2 E)
- B. Other employees should be governed by the same expectations described in III A.
- C. Tutoring instruction provided to students who are assigned to an employee’s daytime class for private pay before or after regular duty hours is prohibited.

- D. Provision of paid tutoring to students who are not assigned to an employee's class during the regular duty day raises fewer conflicts of interest or other ethical questions, but is also subject to the *Teacher Code of Ethics*.

Provision of paid tutoring to a former student such as might occur in the summer months or in years following regular classroom instruction would be subject to the *Teacher Code of Ethics*, and to section V of this policy.

IV. TUTORING OF WHITE BEAR LAKE STUDENTS AT SCHOOL SITES

- A. Volunteer tutoring is permitted in the schools under the direction of the school principal. Volunteer tutors must meet the qualifications in place for all district volunteers.
- B. Paid tutoring at school sites is permitted only through the coordination of the School District, either when coordinated by White Bear Lake Area Community Services and Recreation Department or through state supported remediation programs such as Targeted Services. No paid tutoring on school sites is permitted other than those coordinated through the district.

V. OTHER CONSIDERATIONS

- A. An employee is authorized to provide paid tutoring that would otherwise not be acceptable under this policy under the following circumstances:
 - 1. In situations such as homebound instruction, the district is authorized to provide paid tutoring, and the employee is assigned by the principal or other supervisor to provide the tutoring with the added compensation paid to the employee by the District.
 - 2. Other compelling circumstances authorized by the District administration in writing and in advance.
- B. Employees who are considering engaging in paid tutoring outside of District-coordinated tutoring, and anticipate serving students of the School District, are advised to disclose their plans in advance to the employee's supervisor.

Cross References: WBLAS Policy 404 (Employee Background Checks)
WBLAS Policy 515 (Protection and Privacy of Pupil Records)
Code of Ethics for Minnesota Teachers
(Minnesota Rules, 8700.7500)

AGENDA ITEM: **Policy 599, Academic Recognition**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent
of Teaching and Learning**

BACKGROUND:

School Board Policy 599, Academic Recognition, was reviewed by the School Board Policy Committee and Cabinet, and is being recommended for a first reading. The changes to this policy are in sections II, III, IV, and VII.

The purpose of this policy is to establish a criterion-based academic honor system which recognizes high academic achievement.

RECOMMENDED ACTION:

To review the policy and provide suggestions or feedback to the administration, with the policy placed on the November 12, 2024 or a subsequent School Board meeting agenda for action.

Adopted: February 13, 2012
Revised: February 8, 2021
Revised: _____

White Bear Lake Area
School District #624 Policy 599

599 ACADEMIC RECOGNITION

I. PURPOSE

The purpose of this policy is to establish a criterion-based academic honor system which recognizes high academic achievement.

II. GENERAL STATEMENT OF POLICY

Students at White Bear Lake Area High School are encouraged to strive for excellence. It is the responsibility of all school employees to challenge and support all students in the pursuit of their highest levels of academic and personal achievement. Accordingly, White Bear Lake Area High School will provide a positive and stimulating learning environment which inspires students to reach their fullest potential. The curriculum offerings provide the necessary rigor to allow students to excel and meet the highest academic standards.

The White Bear Lake Area High School diploma represents the pursuit of academic excellence. A student's transcript reflects their personal achievement and rigorous course selection. The District has established an academic honors system to commend and recognize students for their academic excellence and success. In order to realize these goals, the system must: reflect high academic achievement; be honest, transparent, and fair; be criterion-referenced; and reflect high expectations for all students across all courses and programs.

III. DEFINITIONS

- A. "Criterion-Referenced" is a standard on which a judgment or decision may be based.
- B. "Cumulative Grade Point Average" is a calculation of the average of all of a student's grades for all semesters and courses completed to a given academic term.
- C. "Eligible Student" means any White Bear Lake student, including a transfer student, who has completed all courses and has met state and local graduation requirements. When a student has a unique circumstance, an administrative team will review the student's transcript to determine whether the student has demonstrated academic excellence and success consistent with the spirit of this policy.

- D. “Grade Point Average (GPA)” is the student’s numerical average for all courses taken. It is computed by adding the total number of the letter grade point values and dividing it by the number of credits completed.
- E. “Grade Weighting” is the assignment of a greater numerical value to the letter grade’s numeric point value to reward a student completing any of the following courses:
 - Advanced Placement (AP) and taking the national assessment;
 - College in the Schools (CIS);
 - Project Lead the Way (PLTW) courses that qualify for college credit and taking the required assessment for college credit; and
 - Post Secondary Enrollment Options (PSEO) courses
- F. “Term” is a period of time equaling one grading period (semester or trimester) at the end of which grades are recorded on a student’s transcript.
- G. “Term Grade Point Average” is the student’s numerical average for a given grading period (semester or trimester). It is computed by adding the total number of the letter grade point values and dividing it by the number of credits for a given semester.

IV. HIGH ACADEMIC HONORS RECOGNITION

- A. Effective with the Class of 2013, the *Laude* Latin model will be used to recognize academic excellence for recognition at commencement. Eligible students will work to compete against the criterion for academic honors, rather than each other.
- B. An eligible student’s final cumulative, weighted GPA at the end of the ~~second semester of~~ senior year will be used to determine the level of honor on a high school transcript, and for academic recognition at commencement.
- C. The three levels of honors to be awarded to eligible students who have acquired academic excellence are:
 - 1. Summa Cum Laude: With Highest Distinction
Cumulative weighted GPA of 4.1 or above
 - 2. Magna Cum Laude: With Great Distinction
Cumulative weighted GPA of 4.0 - 4.09
 - 3. Cum Laude: With Distinction
Cumulative weighted GPA of 3.8 - 3.99
- D. The weighted cumulative GPA will be used to calculate all academic honors. In the event that a miscalculation occurs, honors may be

awarded after the fact; however, honors mistakenly awarded will not be retracted.

E. Honor Rolls

1. Each semester or trimester, the Honor Roll will be calculated based on the weighted term GPA.
2. Students with a term GPA of 3.67 and above will be listed on the A Honor Roll.
3. Students with a term GPA of 3.00 to 3.66 will be listed on the B Honor Roll.

F. Academic Lettering

Earning an Academic Letter is another way that White Bear Lake Area High School students can be recognized for their achievements. An eligible student must earn an overall 3.67 GPA during each of the specified grading periods (terms):

1. Seniors: Final semester or trimester of junior year and first semester or trimester of senior year.
2. Juniors: Final semester or trimester of sophomore year and first semester or trimester of junior year.
3. Sophomores: Final semester or trimester of freshman year and first semester or trimester of ~~the~~ sophomore year.
4. Freshmen: First semester or trimester of ~~the~~ freshman year.

V. POST HIGH SCHOOL REPORTING

Official student transcripts will include the cumulative weighted and unweighted cumulative GPA and class rank. The transcript will also denote any cum laude honors.

VI. TREATMENT OF TRANSFER STUDENTS

Students transferring to White Bear Lake Area High School will be eligible for recognition upon a review of their transcript, application of grade weighting, and verification of course rigor when applicable.

VII. IMPLEMENTATION

The ~~s~~Superintendent or designee is directed and authorized to develop and approve specific procedures for the implementation of this policy.

E. OPERATIONAL ITEMS

AGENDA ITEM: **Action on 2025 Medical and Dental Insurance Rates**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources and General Counsel**

BACKGROUND:

District administration in consultation with the District's insurance agent and the District's Insurance Advisory Committee (IAC) has made the following recommendation to establish renewal rates for our medical-hospitalization & dental insurance plans.

After considerable discussion, the IAC fully supported a recommendation to increase the medical-hospitalization insurance rates by 6.25% on all plans. Deductibles for both plans were also increased. The prescription benefit manager will change from Maxor to Health Partners.

The recommended total monthly premium structure for our medical hospitalization plans effective January 1, 2025 is as follows:

Plan	Single	Family
H.R.A. Plan	\$900.19	\$2,340.23
H.S.A. Plan	\$825.31	\$2,145.52

RECOMMENDED ACTION:

Move to approve the District's health premium rates and plan design changes effective January 1, 2025 as presented.

Additionally, the IAC supported a 6% increase for the dental plan. The recommended total monthly premium structure for our dental plans effective January 1, 2025 is as follows:

Plan	Single	Family
Health Partners	\$41.56	\$117.96

RECOMMENDED ACTION:

Move to approve the District's dental insurance premium rates effective January 1, 2025 as presented.

District administration also received bids to renew Life and Long-Term Disability Insurance. After consideration, the District recommends changing carriers from The Standard to Lincoln Financial.

RECOMMENDED ACTION:

Switch LTD and Life Insurance carrier from The Standard to Lincoln Financial effective January 1, 2025 as presented.

AGENDA ITEM: **Policy 507, Corporal Punishment and Prone Restraint**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning**

BACKGROUND:

School Board Policy 507, Corporal Punishment and Prone Restraint, was reviewed by the School Board Policy Committee and Cabinet, had a first reading and is being recommended for a second reading. The changes recommended to this policy are in sections V and the cross references.

The purpose of this policy is to describe limitations on the use of corporal punishment and prone restraint upon a student.

RECOMMENDED ACTION:

Approve School Board Policy 507, Corporal Punishment and Prone Restraint, as recommended by the School Board Policy Committee and Cabinet.

Adopted: July 22, 1996
Revised: June 11, 2001
Revised: September 9, 2002
Revised: July 16, 2018
Revised: September 11, 2023
Revised: July 8, 2024

*White Bear Lake Area
School District #624 Policy 507*

Revised: April 11, 2022
Revised: January 8, 2024
Revised: _____

507 CORPORAL PUNISHMENT AND PRONE RESTRAINT

I. PURPOSE

The purpose of this policy is to describe limitations on the use of corporal punishment and prone restraint upon a student.

II. GENERAL STATEMENT OF POLICY

No employee or agent of the school district shall inflict corporal punishment or use prone restraint upon a student except as provided below.

III. DEFINITIONS

- A. “Corporal punishment” means conduct involving:
 - 1. hitting or spanking a person with or without an object; or
 - 2. unreasonable physical force that causes bodily harm or substantial emotional harm.
- B. “Employee or agent of the district” does not include a school resource officer as defined in Minnesota Statutes, section 626.8482, subdivision 1, paragraph (c).
- C. “Prone restraint” means placing a child in a face-down position.

IV. PROHIBITIONS

- A. An employee or agent of a district shall not inflict corporal punishment or cause corporal punishment to be inflicted upon a student to reform unacceptable conduct or as a penalty for unacceptable conduct.
- B. An employee or agent of the school district shall not use prone restraint.
- C. An employee or agent of a district shall not inflict any form of physical holding that restricts or impairs a student's ability to breathe; restricts

or impairs a student's ability to communicate distress; places pressure or weight on a student's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a student's torso.

- D. Conduct that violates this Article is not a crime under Minnesota Statutes, section 645.241, but may be a crime under Minnesota Statutes, chapter 609 if the conduct violates a provision of Minnesota Statutes, chapter 609. Conduct that violates IV.1 above is not per se corporal punishment under the statute. Nothing in this Minnesota Statutes, section 121A.58 or 125A.0941 precludes the use of reasonable force under Minnesota Statutes, section 121A.582. The use of reasonable force, as set forth in Section V, does not authorize conduct prohibited pursuant to Minnesota Statutes, section 125A.0942.

V. REASONABLE FORCE

- A. Reasonable force may be used upon or toward the person of another without the other's consent when the following circumstance exists, or the actor reasonably believes it to exist:
1. when used by a teacher, school principal, school employee, school bus driver, or other agent of the school in the exercise of lawful authority, to restrain a child or student to prevent bodily harm or death to the child, student, or another.
- B. Reasonable force may be used upon or toward the person of a child without the child's consent when the following circumstance exists, or the actor reasonably believes it to exist:
1. when used by a teacher, school principal, school employee, school bus driver, other agent of the district, or other member of the instructional, support, or supervisory staff upon or toward a child or student when necessary to restrain the child or student to prevent bodily harm or death to the child, student, or another ~~pursuant to Minnesota Statutes, section 609.379~~. Nothing in Minnesota Statutes, section 609.379 limits any other authorization to use reasonable force, including but not limited to authorizations under Minnesota Statutes, section 121A.582, subdivision 1, and section 609.06, subdivision 1.
- C. An employee or agent of the school district may use reasonable force under the conditions set forth in Policy 506 (Student Discipline).

VI. VIOLATION

Employees and agents of the school district who violate the provisions of this policy shall be subject to disciplinary action as appropriate. Any such

disciplinary action shall be made pursuant to and in accordance with applicable statutory authority, collective bargaining agreements, and school district policies. Violation of this policy may also result in civil or criminal liability for those school district employees and agents.

Legal References: Minn. Stat. § 121A.58 (Corporal Punishment)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 123B.25 (Legal Actions Against Districts and Teachers)
Minn. Stat. § 125A.0941 (Definitions)
Minn. Stat. § 125A.0942 (Standards for Restrictive Procedures)
Minn. Stat. § 609.06 (Authorized Use of Force)
Minn. Stat. § 609.379 (Permitted Actions)
Minn. Stat. § 626.8482 (School Resource Officers; Duties; Training; Model Policy)
Minn. Stat. § 645.241 (Punishment for Prohibited Acts)

Cross References: WBLASB Policy 403 (Discipline, Suspension and Dismissal of School District Employees)
WBLASB Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
WBLASB Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 507.5 (School Resource Officers)

AGENDA ITEM: **Policy 507.5, School Resource Officers**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for
Finance and Operations**

BACKGROUND:

School Board Policy 507.5, School Resource Officers, is a new policy. It was reviewed by the School Board Policy Committee and Cabinet, had a first reading and is being recommended for adoption.

The purpose of this policy is to establish the contractual duties and training requirements of a school resource officer.

RECOMMENDED ACTION:

Adopt School Board Policy 507.5, School Resource Officers, as recommended by the School Board Policy Committee and Cabinet.

Adopted:

*White Bear Lake Area
School District #624 Policy 507.5*

507.5 SCHOOL RESOURCE OFFICERS

[Note: The provisions of this policy substantially reflect statutory requirements. School districts utilizing school resource officers may choose to adopt this policy.]

I. PURPOSE

The purpose of this policy is to establish the contractual duties and training requirements of a school resource officer.

II. GENERAL STATEMENT OF POLICY

The school district, upon securing the services of one or more school resource officers, is committed to establishing the qualifications and duties required of these officers. Any contract for the services of a school resources officer with the school district must meet the requirements of this policy.

III. DEFINITIONS

- A. “School” means an elementary school, middle school or secondary school, as defined in Minnesota Statutes, section 120A.05, subdivisions 9, 11, and 13.
- B. “School Resource Officer” means a peace officer who is assigned to work in an elementary school, middle school, or secondary school during the regular instructional school day as one of the officer’s regular responsibilities through the terms of a contract entered between the peace officer’s employer and the designated school district or charter school.

IV. CONTRACTUAL DUTIES

- A. A school resource officer’s contractual duties with the school district shall include:
 - 1. fostering a positive school climate through relationship building and open communication;
 - 2. protecting students, staff, and visitors to the school grounds from criminal activity;

3. serving as a liaison from law enforcement to school officials;
4. providing advice on safety drills;
5. identifying vulnerabilities in school facilities and safety protocols;
6. educating and advising students and staff on law enforcement topics; and,
7. enforcement of criminal laws.

B. The school district may contract with a school resource officer's employer for the officer to perform additional duties to those described in paragraph IV.A.

C. A school resource officer must not use force or the authority of their office solely to enforce school rules or policies or participate in the enforcement of discipline for violations of school rules.

D. Nothing in this Article limits any other duty or responsibility imposed on peace officers; limits the expectation that peace officers will exercise professional judgment and discretion to protect the health, safety, and general welfare of the public when carrying out their duties; or creates a duty for school resource officers to protect students, staff, or others on school grounds that is different from the duty to protect the public as a whole.

V. TRAINING

A. Except as provided for in paragraphs V.B., V.C., and V.D. below, beginning September 1, 2025, a peace officer assigned to serve as a school resource officer must complete a training course that provides instruction on the learning objectives identified in Minnesota Statutes, section 626.8482, subdivision 4 prior to assuming the duties of a school resource officer.

B. A peace officer who has completed either the School Safety Center standardized Basic School Resource Officer Training or the National School Resource Officer Basic School Resource Officer course prior to September 1, 2025, must complete the training mandated under paragraph V.A. above before June 1, 2027. A peace officer covered under this paragraph may complete a supplemental training course approved by the board pursuant to Minnesota Statutes, section 626.8482, subdivision 4, paragraph (b), to satisfy the training requirement.

- C. If an officer's employer is unable to provide the required training course to the officer prior to the officer assuming the duties of a school resource officer, the officer must complete the required training within six months of assuming the duties of a school resource officer. The officer is not required to perform the duties described in Minnesota Statutes, section 626.8482, subdivision 2, paragraph (a), clause (4) or (5), until the officer has completed the required training course. The officer must review any policy adopted by the officer's employer pursuant to section 626.8482, subdivision 6 before assuming the other duties of a school resource officer and must comply with that policy.
- D. An officer who is serving as a substitute school resource officer for fewer than 60 student contact days within a school year is not obligated to complete the required training or perform the duties described in Minnesota Statutes, section 626.8482 subdivision 2, paragraph (a), clause (4) or (5), but must review and comply with any policy adopted pursuant to subdivision 6 by the law enforcement agency that employs the substitute school resource officer.
- E. For each school resource officer employed by an agency, the chief law enforcement officer must maintain a copy of the most recent training certificate issued to the officer for completion of the training mandated under this section.

Legal References: Minn. Stat. § 120A.05, subds. 9, 11, and 13 (Definitions)
Minn. Stat. § 120B.02, subd. 25 (General Powers of Independent School Districts - School Resource Officers)
Minn. Stat. § 626.8482 (School Resource Officers; Duties; Training; Model Policy)

Cross References: WBLASB Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
WBLASB Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
WBLASB Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
WBLASB Policy 506 (Student Discipline)

AGENDA ITEM: **Policy 532, Use of Peace Officers and Crisis Teams to Remove Students From School Grounds**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Lisa Ouren, Director of Student Support Services; and**
Tim Wald, Assistant Superintendent for Finance and Operations

BACKGROUND:

School Board Policy 532, Use of Peace Officers and Crisis Teams to Remove Students From School Grounds, had a first reading and is being recommended for a second reading. The changes recommended to this policy are in sections II, III, and IV, and the legal and cross references.

The purpose of this policy is to describe the appropriate use of peace officers and crisis teams to remove, if necessary, a student, including a student with an Individualized Education Plan (IEP), from school grounds.

RECOMMENDED ACTION:

Approve School Board Policy 532, Use of Peace Officers and Crisis Teams to Remove Students From School Grounds, as recommended by the School Board Policy Committee and Cabinet.

Adopted: May 9, 2005
Revised: November 8, 2007
Revised: June 13, 2011
Revised: April 9, 2012
Revised: January 13, 2020
Revised: September 11, 2023

*White Bear Lake Area
School District #624 Policy 532*

Revised: June 9, 2014
Revised: March 13, 2023
Revised: _____

532 USE OF PEACE OFFICERS AND CRISIS TEAMS TO REMOVE STUDENTS FROM SCHOOL GROUNDS

I. PURPOSE

The purpose of this policy is to describe the appropriate use of peace officers and crisis teams to remove, if necessary, a student, including a student with an Individualized Education Plan (IEP), from school grounds.

II. GENERAL STATEMENT OF POLICY

The school district is committed to promoting learning environments that are safe for all members of the school community. Reasonable precautions should be taken to protect students from physical or emotional harm at school and school-sponsored events and activities.

In general, all students, including those with IEPs, are subject to the terms of the school district's discipline policy; unless the IEP team determines that the discipline policy should not apply. Building-level administrators have the leadership responsibility to maintain a safe, secure, and orderly educational environment within which learning can occur. Corrective action to discipline a student and/or modify a student's behavior will be taken by staff when a student's behavior violates the school district's discipline policy.

If any student, including a student with an IEP, engages in conduct which, in the judgment of school personnel, endangers or may endanger the health, safety, or property of the student, other students, staff members, visitors, any other persons or school property, that student may be removed from school grounds in accordance with this policy.

III. DEFINITIONS

For purposes of this policy, the following terms have the meaning given them in this section:

- A. "Crisis team" means a group of persons, which may include teachers and non-teaching school personnel, selected by the building administrator in each school building who have received crisis intervention training and

are responsible for becoming actively involved with resolving crises. The building administrator or designee shall serve as the leader of the crisis team.

- B. “Emergency” means a situation where immediate intervention is needed to protect a child or other individual from physical injury.
- C. “Peace officer” means an employee or an elected or appointed official of a political subdivision or law enforcement agency who is licensed by the Board of Peace Officer Standards and Training, charged with the prevention and detection of crime and the enforcement of general criminal laws of the state and who has the full power of arrest. The term “peace officer” includes a person who serves as a sheriff, a deputy sheriff, a police officer, or a state patrol trooper. A “peace officer” is not an agent or an employee of the district.
- D. “Physical holding” means physical intervention intended to hold a child immobile or limit a child’s movement, where body contact is the only source of physical restraint, and where immobilization is used to effectively gain control of a child in order to protect a child or other individual from physical injury.
- ~~D. “Police liaison officer” is a peace officer who, pursuant to an agreement between the school district and a political subdivision or law enforcement agency, is assigned to a school building for all or a portion of the school day to provide law enforcement assistance and support to the building administration and to promote school safety, security, and positive relationships with students. A “police liaison officer” is not an agent or employee of the district.~~
- E. The phrase “remove the student from school grounds” refers to the act of securing the person of a student, which may include a student with an IEP, and escorting that student from the school building or school-sponsored event or activity.
- F. “School Resource Officer” means a peace officer who is assigned to work in an elementary school, middle school, or secondary school during the regular instructional school day as one of the officer’s regular responsibilities through the terms of a contract entered between the peace officer’s employer and the designated school district or charter school.
- GF.** “Student with an IEP” or “the student” means a student who is eligible to receive special education and related services pursuant to the terms of an IEP ~~or an individual interagency intervention plan (IIIP).~~

- H. All other terms and phrases used in this policy shall be defined in accordance with applicable state and federal law or ordinary and customary usage.

IV. REMOVAL OF STUDENTS FROM SCHOOL GROUNDS

A. Removal By Crisis Team

If the behavior of a student with an IEP escalates to the point where the student's behavior endangers or may endanger the health, ~~or safety, or property~~ of the student, other students, staff members, visitors, ~~or any other persons or school property~~, the school building's crisis team may be summoned. The crisis team may attempt to de-escalate the student's behavior by means including, but not limited to, those described in the student's IEP and/or behavior intervention plan. When such measures fail, or when the crisis team determines that the student's behavior continues to endanger or may endanger the health, ~~or safety, or property~~ of the student, other students, staff members, visitors, ~~or any other persons or school property~~, the crisis team may remove the student from school grounds.

If the student's behavior cannot be safely managed, school personnel may immediately request assistance from the school resource officer or a peace officer.

B. Removal By School Resource Officer or Peace Officer

If a student with an IEP engages in conduct which endangers or may endanger the health, safety, or property of the student, other students, staff members, visitors, any other persons, ~~or school property~~, the school building's crisis team, building administrator, or the building administrator's designee, may request that the ~~police liaison~~ school resource officer or a peace officer remove the student from school grounds.

If a student with an IEP is restrained or removed from a classroom, school building, or school grounds by a peace officer at the request of a school administrator or school staff person during the school day twice in a 30-day period, the student's IEP team must meet to determine if the student's IEP is adequate or if additional evaluation is needed.

Whether or not a student with an IEP engages in conduct which endangers or may endanger the health, safety, or property of the student, other students, staff members, visitors, any other persons or school property, school district personnel may report a crime committed by a student with an IEP to appropriate authorities. If the school district

reports a crime committed by a student with an IEP, school personnel may transmit copies of the special education and disciplinary records of the student for consideration by appropriate authorities to whom it reports the crime, to the extent that the transmission is permitted by the Family Education Rights and Privacy Act (FERPA), the Minnesota Government Data Practices Act, and the school district's policy, Protection and Privacy of Pupil Records.

The fact that a student has an IEP and is covered by special education law does not prevent a peace officer or school resource officer from exercising their responsibilities with regard to the application of federal and state law to crimes committed by a student with an IEP.

C. Reasonable Force Permitted

1. In removing a student from school grounds, including a student with an IEP, a school administrator, crisis team member, teacher, other member of the instructional, support, supervisory staff, or other agents of the school district, or school resource officer may use reasonable force upon the student or toward the student when it is necessary under the circumstances to restrain the student from self-injury or to prevent injury to another person.
2. In removing a student with an IEP from school grounds, ~~police liaison~~ school resource officers and school district personnel are prohibited from engaging in the following conduct:
 - a. Corporal punishment prohibited by Minnesota Statutes, section 121A.58;
 - b. Requiring the student to assume and maintain a specified physical position, activity, or posture that induces physical pain;
 - c. Totally or partially restricting the student's senses as punishment;
 - d. Presenting an intense sound, light, or other sensory stimuli using smell, taste, substance, or spray as punishment;
 - e. Denying or restricting the student's access to equipment and devices such as walkers, wheelchairs, hearing aids, and communication boards that facilitate the student's functioning, except temporarily when necessary to prevent injury to the student or others or serious damage to the equipment or device, in which case the equipment or

device must be returned to the student as soon as possible;

- f. Interacting with the student in a manner that constitutes sexual abuse, neglect, or physical abuse under Minnesota Statutes, chapter 260E;
- g. Physical holding, as defined above and in Minnesota Statutes, section 125A.0941, that restricts or impairs a child's ability to breathe, restricts or impairs a child's ability to communicate distress, places pressure or weight on a child's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen, or results in straddling a child's torso;
- h. Withholding regularly scheduled meals or water; and/or
- i. Denying the student access to bathroom facilities.

- 3. Any reasonable force used under Minnesota Statutes, sections 121A.582; 609.06, subdivision 1; and 609.379, which intends to hold a child immobile or limit a child's movement where body contact is the only source of physical restraint or confines a child alone in a room from which egress is barred shall be reported to the Minnesota Department of Education as a restrictive procedure, including physical holding or seclusion used by an unauthorized or untrained staff person.

D. Parental Notification

The building administrator or designee shall make a reasonable effort to notify the student's parent or guardian of the student's removal from school grounds as soon as possible following the removal.

E. Continued Removals; Review of IEP

If a student with an IEP is repeatedly removed from school, the IEP team must meet to review and determine the appropriateness of the IEP in light of the removals.

F. Effect of Policy in an Emergency; Use of Restrictive Procedures

A student with an IEP may be removed in accordance with this policy regardless of whether the student's conduct would create an emergency.

If the school district seeks to remove a student with an IEP from school grounds under this policy due to behaviors that constitute an emergency

and the student's IEP, ~~IPP~~, or behavior intervention plan authorizes the use of one or more restrictive procedures, the crisis team may employ those restrictive procedures, in addition to any reasonable force that may be necessary, to facilitate the student's removal from school grounds, as long as the crisis team members who are implementing the restrictive procedures have received the training required by Minnesota Statutes, section 125A.0942, subdivision 5, and otherwise comply with the requirements of section 125A.0942.

G. Reporting to the Minnesota Department of Education (MDE)

Annually, stakeholders may recommend, as necessary, to the Commissioner of MDE specific and measurable implementation and outcome goals for reducing the use of restrictive procedures. The Commissioner must submit to the Legislature a report on districts' progress in reducing the use of restrictive procedures that recommends how to further reduce these procedures and eliminate the use of seclusion. By January 15, April 15, July 15, and October 15 of each year, districts must report, in a form and manner determined by the Commissioner, about individual students who have been secluded. By July 15 each year, districts must report summary data. The summary data must include information on the use of restrictive procedures for the prior school year, July 1 through June 30, including the use of reasonable force by school personnel that is consistent with the definition of physical holding or seclusion of a child with a disability.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. §§ 121A.40-121A.56 (Minnesota Pupil Fair Dismissal Act)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
Minn. Stat. § 121A.67 (Removal by Police Officer)
Minn. Stat. §§ 125A.094-125A.0942 (Restrictive Procedures for Children with Disabilities)
Minn. Stat. § 609.06 (Authorized Use of Force)
Minn. Stat. § 609.379 (Permitted Actions)
Minn. Stat. § 626.8482 (School Resource Officers; Duties; Training; Model Policy)
20 U.S.C. § 1232g *et seq.* (Family Educational Rights and Privacy (FERPA))
20 U.S.C. § 1415(k)(6) (Individuals with Disabilities Education Act)
34 C.F.R. § 300.535 (Referral to and Action by Law Enforcement and Judicial Authorities)

Cross References: WBLASB Policy 506 (Student Discipline)

WBLASB Policy 507 (Corporal Punishment and Prone Restraint)

WBLASB Policy 507.5 (School Resource Officers)

WBLASB Policy 515 (Protection and Privacy of Student Records)

WBLASB Policy 525 (Violence Prevention)

WBLASB Policy 806 (Crisis Management Policy)

AGENDA ITEM: **Policy 608, Instructional Services - Special Education**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Lisa Ouren, Director of Student Support Services**

BACKGROUND:

School Board Policy 608, Instructional Services - Special Education, was reviewed by the School Board Policy Committee and Cabinet, had a first reading and is being recommended for a second reading. The changes recommended to this policy are in sections III and IV, and the legal references.

The purpose of this policy is to set forth the position of the School Board on the need to provide special educational services to some students in the school district.

RECOMMENDED ACTION:

Approve School Board Policy 608, Instructional Services - Special Education, as recommended by the School Board Policy Committee and Cabinet.

Adopted: September 8, 1997
Revised: November 8, 2010
Revised: July 12, 2021
Revised: June 12, 2023

White Bear Lake Area
School District #624 Policy 608

Revised: _____

608 INSTRUCTIONAL SERVICES - SPECIAL EDUCATION

I. PURPOSE

The purpose of this policy is to set forth the position of the School Board on the need to provide special educational services to some students in the school district.

II. GENERAL STATEMENT OF POLICY

The School Board recognizes that some students need special education, and further recognizes the importance of providing a free appropriate public education and delivery system for students in need of special education.

III. CHILDREN FROM BIRTH THROUGH AGE SEVEN EXPERIENCING DEVELOPMENTAL DELAYS

A. "Child with a disability" means a child identified under federal and state special education law as deaf or hard-of-hearing, blind or visually impaired, deafblind, or having a speech or language impairment, a physical impairment, other health disability, developmental cognitive disability, an emotional or behavioral disorder, specific learning disability, autism spectrum disorder, traumatic brain injury, or severe multiple impairments, and who needs special education and related services, as determined by the rules of the Commissioner of the Minnesota Department of Children, Youth, and Families for children from birth through age two and by the rules of the Commissioner of the Minnesota Department of Education for all other children. A licensed physician, an advanced practice registered nurse, a physician assistant, or a licensed psychologist is qualified to make a diagnosis and determination of attention deficit disorder or attention deficit hyperactivity disorder for purposes of identifying a child with a disability.

B. In addition to Paragraph A, every child under age three, and at local district discretion from age three to age seven, who needs special instruction and services, as determined by the rules of the Commissioner of the Minnesota Department of Children, Youth, and Families for children from birth through age two and by the rules of the Commissioner of the Minnesota Department of Education for children ages three through seven, because the child has a substantial delay or has an identifiable physical or mental condition known to hinder normal development is a child with a disability.

- C. A child with a short-term or temporary physical or emotional illness or disability, as determined by the rules of the Commissioner of the Minnesota Department of Children, Youth, and Families for children from birth through age two and by the rules of the Commissioner of the Minnesota Department of Education for all other children, is not a child with a disability.

IV. RESPONSIBILITIES

- A. The School Board accepts the responsibility to identify, evaluate, and provide special instruction and related services for children with disabilities who are properly the responsibility of the school district and who meet the criteria to qualify for special education and related services as set forth in Minnesota and federal law.
- B. The school district shall ensure that all children with disabilities are provided the special instruction and services which are appropriate to their educational needs.
- C. When such services require or result from interagency cooperation, the school district shall participate in such interagency activities in compliance with applicable federal and state law.
- D. For students with disabilities, the school district may conduct an assessment for developmental adapted physical education, as defined in Minnesota Rules, part 3525.1352, as a stand-alone evaluation without conducting a comprehensive evaluation of the student in accordance with prior written notice provisions in Minnesota Statutes, section 125A.091, subdivision 3a.

Legal References: Minn. Stat. § 124D.03 (Enrollment Options Program)
Minn. Stat. § 125A.02 (Child with a Disability Defined)
Minn. Stat. § 125A.027 (Rulemaking)
Minn. Stat. § 125A.03 (Special Instruction for Children with a Disability)
Minn. Stat. § 125A.08 (Individualized Education Programs)
Minn. Stat. § 125A.15 (Placement in Another District; Responsibility)
Minn. Stat. § 125A.29 (Responsibilities of County Boards and School Boards)
Minnesota Rules, part 3525.1352
20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Act)

Cross References: WBLASB Policy 402 (Disability Nondiscrimination)
WBLASB Policy 508 (Extended School Year for Certain Students with Individual Education Plans)
WBLASB Policy 509 (Enrollment of Nonresident Students)

WBLASB Policy 521 (Student Disability Nondiscrimination)

AGENDA ITEM: **Policy 616, School District System Accountability**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning**

BACKGROUND:

School Board Policy 616, School District System Accountability, had a first reading and is being recommended for a second reading. The changes recommended to this policy are in sections III, and IV, and the legal references.

The purpose of this policy is to focus public education on a process that promotes higher academic achievement for all students and ensures broad-based community participation in decisions regarding the implementation of Minnesota K-12 Academic Standards and federal law.

RECOMMENDED ACTION:

Approve School Board Policy 616, School District System Accountability, as recommended by the School Board Policy Committee and Cabinet.

Adopted: October 13, 1997
Revised: May 26, 1998
Revised: June 11, 2001
Revised: May 9, 2005
Revised: April 11, 2011
Revised: March 14, 2016
Revised: January 13, 2020
Revised: March 14, 2022
Revised: September 11, 2023

*White Bear Lake Area
School District #624 Policy 616*

Revised: December 14, 2009
Revised: March 12, 2012
Revised: October 8, 2018
Revised: May 10, 2021
Revised: March 13, 2023
Revised: _____

616 SCHOOL DISTRICT SYSTEM ACCOUNTABILITY

I. PURPOSE

The purpose of this policy is to focus public education on a process that promotes higher academic achievement for all students and ensures broad-based community participation in decisions regarding the implementation of Minnesota K-12 Academic Standards and federal law.

II. GENERAL STATEMENT OF POLICY

Implementation of Minnesota K-12 Academic Standards and federal law requires accountability for the school district. The school district maintains a process to review and improve instruction, curriculum and assessment, which will include input by students, parents/guardians, and local community members. The school district will be accountable to the public and the state through annual reporting.

III. DEFINITIONS

A. “Comprehensive achievement and civic readiness” means striving to: meet school readiness goals; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness before graduating from high school; and have all students graduate from high school; and prepare students to be lifelong learners.

B.A. “Credit” means a student’s successful completion of an academic year of study or a student’s mastery of the applicable subject matter, as determined by the school district.

~~B. “World’s Best Workforce” means striving to meet school readiness goals; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness~~

~~before graduating from high school; and have all students graduate from high school.~~

IV. ESTABLISHMENT OF GOALS; IMPLEMENTATION; EVALUATION; AND REPORTING

A. School District Goals

1. The School Board has established school district-wide goals that provide broad direction for the school district. Incorporated in these goals are the graduation and education standards contained in the Minnesota K-12 Academic Standards and federal law. The broad goals shall be reviewed annually and approved by the School Board. The School Board shall adopt annual goals based on the recommendations of the Systems Accountability Committee.
2. The Systems Accountability Committee created under Policy 603 (Curriculum Development) is established by the School Board to ensure active community participation in all phases of planning and improving the instruction and curriculum affecting state and district academic standards.
3. The district's improvement goals should address recommendations reviewed by the Systems Accountability Committee process. The school district's goal setting process will include consideration of individual site goals. School district goals may also be developed through an education effectiveness program or through some other locally determined process.

B. System for Reviewing All Instruction and Curriculum

Incorporated in the continuous improvement process will be analysis of the school district's progress toward implementation of the Minnesota K-12 Academic Standards. Instruction and curriculum shall be reviewed and evaluated by taking into account strategies and best practices, student outcomes and principal evaluations under Minnesota Statutes, section 123B.147, and teacher evaluations under Minnesota Statutes, section 122A.40 or 122A.41. See Policy 616 Addendum A - Continuous Improvement Model for Teaching and Learning.

C. Implementation of Graduation Requirements

1. The Systems Accountability Committee shall also advise the School Board on implementation of the state and local graduation requirements, including K-12 curriculum, assessment, student learning opportunities, and other related issues. Recommendations of the Systems Accountability Committee shall be published annually to the community. The School Board shall

receive public input and comment and shall adopt or update this policy at least annually.

2. The School Board shall annually review and determine if student achievement levels at each school site meet federal expectations. If the School Board determines that student achievement levels at a school site do not meet federal expectations and the site has not made adequate yearly progress for two consecutive school years, the Department of Teaching and Learning shall work with the school site to adopt a plan to raise student achievement levels to meet federal expectations. The Department of Teaching and Learning may seek assistance from the Commissioner of the Minnesota Department of Education (MDE) in developing a plan which must include parental involvement components.
3. The educational assessment system component utilized by the School Board to measure individual students' educational progress must be based, to the extent annual assessments are administered, on indicators of current achievement that show growth relative to an individual student's prior achievement. Indicators of achievement and prior achievement must be based on highly reliable state- or district-wide assessments. The School Board will utilize models developed by the Commissioner of MDE for measuring individual student progress. The School Board must coordinate with MDE in evaluating school sites and continuous improvement plans, consistent with the best practices.

D. Comprehensive Continuous Improvement of Student Achievement

1. Each year, the Systems Accountability Committee will meet to advise and assist the school district in the implementation of school district system accountability and comprehensive continuous improvement process.
2. The Systems Accountability Committee working in cooperation with other committees of the school district will provide active community participation in:
 - a. Reviewing the school district instructional and curriculum plan, with emphasis on implementing the Minnesota K-12 Academic Standards;
 - b. Identifying annual instruction and curriculum improvement goals for recommendation to the School Board;
 - c. Making recommendations regarding the evaluation process that will be used to measure school district progress toward its goals; and

- d. Advising the School Board about development of the annual budget.
- 3. The Systems Accountability Committee shall meet the following criteria:
 - a. The Systems Accountability Committee shall ensure active community participation in all planning for instruction and curriculum affecting Graduation Standards.
 - b. The Systems Accountability Committee shall make recommendations to the School Board on school district-wide standards, assessments, and program evaluation.
 - c. Building teams may be established as subcommittees to develop and implement an education effectiveness plan and to carry out methods to improve instruction, curriculum, and assessments as well as methods to use technology in meeting the school district improvement plan.
 - d. A local plan to evaluate student progress, using a local process, shall be used for developing a plan for assessment of student progress toward the Graduation Standards, as well as program evaluation data for use by the Systems Accountability Committee in the instruction and curriculum review process. This plan shall annually be approved by the School Board.
- 4. Translation services should be provided to the extent appropriate and practicable.

E. Evaluation of Student Progress

The Department of Teaching and Learning shall develop a plan for assessment of student progress, the Graduation Standards, as well as program evaluation data for use by the Systems Accountability Committee to review curriculum, instruction, educational equity and student achievement at the school site. This plan shall be approved annually by the School Board.

F. Reporting

- 1. Consistent with Minnesota Statutes, section 120B.36, subdivision 1, the School Board shall publish a report and make it available on the school district website. The School Board shall hold an annual

public meeting to review and revise, where appropriate, student achievement goals, local assessment outcomes, plans, strategies, and practices for improving curriculum, instruction, and educational equity and efforts to equitably distribute diverse, effective, experienced and in-field teachers, and to review school district success in realizing the previously adopted student achievement goals and related benchmarks and the improvement plans leading to comprehensive achievement and civic readiness ~~the world's best workforce~~. The School Board must transmit an electronic summary of its report to the Commissioner of MDE in the form and manner the Commissioner determines. The school district shall periodically survey affected constituencies about their connection to and level of satisfaction with the schools. The school district shall include the results of this evaluation in its published report and in its summary report to the Commissioner of MDE.

2. The school performance report for a school site and a school district must include performance reporting information and calculate proficiency rates as required by the most recently reauthorized Elementary and Secondary Education Act.
3. The school district must annually report the district's class size ratios by each grade to the ~~e~~C Commissioner of ~~e~~E Education in the form and manner specified by the ~~e~~C Commissioner.
4. The school district must report whether programs funded with compensatory revenue are consistent with best practices demonstrated to improve student achievement.

Legal References: Minn. Stat. § 120B.018 (Definitions)
Minn. Stat. § 120B.02 (Educational Expectations and Graduation Requirements for Minnesota's Students)
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness ~~the World's Best Workforce~~)
Minn. Stat. § 120B.35 (Student Academic Achievement and Growth)
Minn. Stat. § 120B.36 (School Accountability)
Minn. Stat. § 122A.40 (Employment; Contracts; Termination)
Minn. Stat. § 122A.41 (Teacher Tenure Act; Cities of the First Class; Definitions)
Minn. Stat. § 123B.04 (Site Decision Making; Individualized Learning Agreement; Other Agreements)
Minn. Stat. § 123B.147 (Principals)
Minn. Stat. § 126C.12 (Learning and Development Revenue Amount and Use)

Minn. Rules Parts 3501.06~~6040-3501.0655~~ (Academic Standards for Language Arts)

Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)

Minn. Rules Parts 3501.0820 (Academic Standards for the Arts)

Minn. Rules Parts 3501.0900-3501.09~~6055~~ (Academic Standards for Science)

Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)

Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)

20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

Cross References: WBLASB Policy 601 (School District Curriculum and Instruction Goals)

WBLASB Policy 613 (Graduation Requirements)

WBLASB Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plan, and LEP Students)

WBLASB Policy 618 (Assessment of Student Achievement)

WBLASB Policy 619 (Staff Development for Standards)

WBLASB Policy 620 (Credit for Learning)

AGENDA ITEM: **Policy 620, Credit for Learning**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent
for Teaching and Learning**

BACKGROUND:

School Board Policy 620, Credit for Learning, had a first reading and is being recommended for a second reading. The changes recommended to this policy are in sections I, II, III, V, VI, VII, IX, X, and XI, and the legal references.

The purpose of this policy is to recognize student achievement that meets White Bear Lake Area School District required curriculum, standards, and graduation requirements.

RECOMMENDED ACTION:

Approve School Board Policy 620, Credit for Learning, as recommended by the School Board Policy Committee and Cabinet.

Adopted: May 26, 1998
Revised: August 27, 2001
Withdrew: January 10, 2011
Adopted: June 10, 2017
Revised: September 11, 2023

*White Bear Lake Area
School District #624 Policy 620*

Revised: December 14, 2020
Revised: _____

620 CREDIT FOR LEARNING

I. PURPOSE

This policy recognizes student achievement that meets White Bear Lake Area School District's required curriculum, standards, and graduation requirements. The experiences include, but are not limited to, student achievement in other schools, alternative learning sites, Postsecondary Enrollment Options, concurrent enrollment programs, and out-of-school experiences, such as community organizations, work-based learning, and other educational activities and opportunities. This policy addresses the transfer of student credit from out-of-state, private, or home schools and online learning programs and to address how the school district will recognize student achievement obtained outside of the school district.

II. GENERAL STATEMENT OF POLICY

The school district will develop and provide processes and procedures by which students may meet a curriculum credit requirement, whether the district offers the credit within its curriculum, or the student accomplishes the work in another learning environment. The school district will provide a process for approving the transfer of credits or curriculum standards completed in another Minnesota school district, for recognition of work completed in other schools and postsecondary institutions, and for recognition of previous learning, community, and work experiences as demonstrated by the student through assessment. This is a process to allow students who, through other means, have mastered content and can move on to other areas of study.

III. DEFINITIONS

- A. "Accredited school" means a school that is accredited by an accrediting agency, recognized according to Minnesota Statutes, section 123B.445 or recognized by the Commissioner of the Minnesota Department of Education (Commissioner).
- B. "Concurrent enrollment" means nonsectarian courses in which an eligible pupil under Minnesota Statutes, section 124D.095, subdivision 5 or 5b, enrolls to earn both secondary and postsecondary credits, are taught by a secondary teacher or a postsecondary faculty member, and are offered at a high school for which the district is eligible to receive concurrent enrollment program aid under Minnesota Statutes, section 124D.091.

- C. “Course” means a course or program.
- D. “Eligible institution” means a Minnesota public postsecondary institution, a private, nonprofit two-year trade and technical school granting associate degrees, an opportunities industrialization center accredited by an accreditor recognized by the United States Department of Education, or a private, residential, two-year or four-year, liberal arts, degree-granting college or university located in Minnesota.
- E. “Nonpublic school” is a private school or home school in which a child is provided instruction in compliance with the Minnesota compulsory attendance laws.
- F. “Weighted grade” is a letter or numerical grade that is assigned a numerical advantage when calculating the grade point average.

IV. TRANSFER OF CONTENT STANDARDS

- A. The school district will transfer high school credits achieved in earlier grades or in other schools, in credit-based programs that meet district curriculum and graduation requirements, to the student’s record upon admission or completion of the experience.
- B. When a student transfers into the school district from another Minnesota public school district, any credits completed in the sending school district, along with scores recorded by the sending district, shall be recorded as completed with a notation indicating the identity of the school district from which the records are transferred.
- C. Students shall be advised of opportunities available to complete further requirements and electives.
- D. The school district will determine a transferring student’s grade level placement, as well as the letter grade assigned for completed courses, and credits granted toward diploma requirements in accordance with district procedures.

V. RECOGNITION OF COMPLETED WORK

- A. The school district will equate high school or postsecondary-level credits completed by students in other schools into equivalent course credits.
- B. The district may formally evaluate other learning experiences to declare that a transfer student meets or exceeds a specific academic standard requirement or course credit.
- C. Students must receive prior approval from the district for any courses to be completed outside the district for credits towards graduation.

- D. The district will determine the awarding of the course credit and the letter grade assigned to that credit. The district does not cover **the** expenses of related courses identified in this section.

VI. CREDIT BY ASSESSMENT

- A. The school district will provide students in grades 9-12 with the opportunity to receive course credit by assessment, provided such experiences meet current Minnesota academic standards.
- B. The Superintendent or designee shall establish a procedure by which student achievement and competence in content standards will be assessed.
- C. A student must provide the school with a copy of the student's grades in each course taken for secondary credit under this policy, including interim or nonfinal grades earned during the academic term.

VII. POSTSECONDARY AND CONCURRENT ENROLLMENT CREDIT

- A. A student who satisfactorily completes a postsecondary enrollment options course or program under Minnesota Statutes, section 124D.09, that has been approved as meeting the necessary requirements is not required to complete other requirements of the academic standards corresponding to that specific rigorous course of study.
- B. Secondary credits granted to a student through a postsecondary enrollment options course or program must be counted toward the graduation requirements and subject area requirements of the district.
 - 1. Course credit will be considered by the school district only upon presentation of a certified transcript from an eligible institution evidencing the course taken and the grade and credit awarded.
 - 2. Seven-quarter or four-semester postsecondary credits shall equal at least one full year of high school credit. Fewer postsecondary credits may be prorated.
 - 3. When a determination is made that the content of the postsecondary course aligns directly with a required course for high school graduation, the commensurate credit and grade will be recorded on the student's transcript as a course credit applied toward graduation requirements.
 - 4. In the event the content of the postsecondary course does not fully align with the content of a high school course required for graduation but is comparable to elective credits offered by the school district for graduation, the school district may provide elective credit, and the grade will be recorded on the student's

transcript as an elective course credit applied toward graduation requirements.

5. If no comparable course is offered by the school district for which high school graduation credit would be provided, the school district will notify the Commissioner, who shall determine the number of credits that shall be granted to a student.
 6. When secondary credit is granted for postsecondary credits taken by a student, the school district will record those credits on the student's transcript as credits earned at a postsecondary institution.
- C. A list of the courses or programs meeting the necessary requirements may be obtained from the school district.
- D. By the earlier of (1) three weeks prior to the date by which a student must register for district courses for the following school year, or (2) March 1 of each year, the school district must provide up-to-date information on the district's website and in materials that are distributed to parents and students about the program, including information about enrollment requirements and the ability to earn postsecondary credit to all pupils in grades 8, 9, 10, and 11. To assist the school district in planning, a pupil must inform the district by October 30 or May 30 of each year of the pupil's intent to enroll in postsecondary courses during the following school year's academic term. A pupil is bound by notifying or not notifying the district by October 30 or May 30.
- E. Postsecondary institutions must notify a pupil's school as soon as practicable if the pupil withdraws from the enrolled course. The institution must also notify the pupil's school as soon as practicable if the pupil has been absent from a course for ten consecutive days on which classes are held, based on the postsecondary institution's academic calendar, and the pupil is not receiving instruction in their home or hospital or other facility.

VIII. CREDIT FOR EMPLOYMENT WITH HEALTH CARE PROVIDERS

Consistent with the career and technical pathways program, a student in grade 11 or 12 who is employed by an institutional long-term care or licensed assisted living facility, a home and community-based services and supports provider, a hospital or health system clinic, or a child care center may earn up to two elective credits each year toward graduation under Minnesota Statutes, section 120B.024, subdivision 1, paragraph (a), clause (7), at the discretion of the enrolling school district. A student may earn one elective credit for every 350 hours worked, including hours worked during the summer. A student who is employed by an eligible employer must submit an application, in the form or manner required by the school district, for elective credit to the school district

in order to receive elective credit. The school district must verify the hours worked with the employer before awarding elective credit.

IX. ADVANCED ACADEMIC CREDIT

- A. The school district will grant academic credit to a student attending an accelerated or advanced academic course offered by a higher education institution or a nonprofit public agency, other than the school district.
- B. Course credit will be considered only upon official documentation from the higher education institution or nonprofit public agency that the student successfully completed the course attended and passed an examination approved by the school district.
- C. When a determination is made that the content of the advanced academic course aligns directly with a required course for high school graduation, the commensurate credit and grade will be recorded on the student's transcript as a course credit applied toward graduation requirements.
- D. In the event the content of the advanced academic course does not fully align with the content of a high school course required for graduation but is comparable to elective credits offered by the school district for graduation, the school district may provide elective credit, and the grade will be recorded on the student's transcript as an elective course credit applied toward graduation requirements.
- E. If no comparable course is offered by the school district for which high school graduation credit would be provided, the school district will notify the Commissioner and request a determination of the number of credits that shall be granted to a student.

X. WEIGHTED GRADES

- A. The school district offers weighted grades for courses that are identified as more rigorous or academically challenging as follows:
 - 1. A grade awarded in an Advanced Placement course will be multiplied by a factor of 1.25.
 - 2. A grade awarded in a ~~College-In-the-Schools~~ concurrent enrollment course will be multiplied by a factor of 1.25.
 - 3. A grade awarded in a Project Lead the Way course will be multiplied by a factor of 1.25.
 - 4. A grade awarded in a Post Secondary Enrollment Options (PSEO) course will be multiplied by a factor of 1.25.

- B. The school district will update its website prior to the beginning of each school year with a listing of the courses for which a student may earn a weighted grade.

XI. PROCESS FOR AWARDING CREDIT

- A. The building principal will be responsible for carrying out the process to award credits and grades pursuant to this policy. The building principal will notify students in writing of the decision as to how credits and grades will be awarded.
- B. A student or the student's parent or guardian may seek reconsideration of the decision by the building principal as to credits and/or grades awarded upon request of a student or the student's parent or guardian if the request is made in writing to the Superintendent within five school days of the date of the building principal's decision. The request should set forth the credit and/or grade requested and the reason(s) why credit(s)/grade(s) should be provided as requested. Any pertinent documentation in support of the request should be submitted.
- C. The decision of the Superintendent as to the award of credits or grades shall be a final decision by the school district and shall not be appealable by the student or **the** student's parent or guardian except as set forth in Section IX.D. below.
- D. If a student disputes the number of credits granted by the school district for a particular postsecondary enrollment course, or advanced academic credit course, the student may appeal the school district's decision to the Commissioner. The decision of the Commissioner shall be final.
- E. At any time during the process, the building principal or superintendent may ask for course descriptions, syllabi, or work samples from a course where content of the course is in question for purposes of determining alignment with graduation requirements or the number of credits to be granted. Students will not be provided credit until **the** requested documentation is available for review, if requested.

Legal References: Minn. Stat. § 120B.02 (Educational Expectations for Minnesota's Students)
Minn. Stat. § 120B.021 (Required Academic Standards)
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement **Goals**; Striving for **Comprehensive Achievement and Civic Readiness** ~~the World's Best Workforce~~)
Minn. Stat. § 120B.14 (Advanced Academic Credit)
Minn. Stat. § 123B.02 (General Powers of Independent School Districts)
Minn. Stat. § 123B.445 (Nonpublic Education Council)
Minn. Stat. § 124D.03, Subd. 9 (Enrollment Options Program)

Minn. Stat. § 124D.09 (Post-Secondary Enrollment Options Act)
Minn. Stat. § 124D.094 (Online Instruction Act)
Minn. Rules Parts 3501.0640-3501.0655 (Academic Standards for Language Arts)
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)
Minn. Rules Parts 3501.0820 (Academic Standards for the Arts)
Minn. Rules Parts 3501.0900-3501.0960 (Academic Standards in Science)
Minn. Rules Parts 3501.1200-3501.1210 (Academic Standards for English Language Development)
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)

Cross References: WBLASB Policy 601 (School District Curriculum and Instruction Goals)
WBLASB Policy 613 (Graduation Requirements)
WBLASB Policy 614 (School District Testing Plan and Procedure)
WBLASB Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plan, and LEP Students)
WBLASB Policy 616 (School District System Accountability)
WBLASB Policy 618 (Assessment of Student Achievement)
WBLASB Policy 624 (Online Instruction)

AGENDA ITEM: **Policy 806, Crisis Management Policy**

MEETING DATE: **October 14, 2024**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for
Finance and Operations**

BACKGROUND:

School Board Policy 806, Crisis Management Policy, was reviewed by the School Board Policy Committee and Cabinet, had a first reading and is being recommended for a second reading. The changes recommended to this policy are in sections II, III, IV, V, and VI, and the legal and cross references.

The purpose of this policy is to act as a guide for school district and building administrators, school employees, students, school board members, and community members as to how to address a wide range of potential crisis situations in the school district.

RECOMMENDED ACTION:

Approve School Board Policy 806, Crisis Management Policy, as recommended by the School Board Policy Committee and Cabinet.

Adopted: May 12, 2008
Revised: April 9, 2018
Revised: July 13, 2020
Revised: March 1, 2021
Revised: December 12, 2022

*White Bear Lake Area
School District #624 Policy 806*

Revised: December 13, 2021
Revised: _____

806 CRISIS MANAGEMENT POLICY

I. PURPOSE

The purpose of this Crisis Management Policy is to act as a guide for school district and building administrators, school employees, students, school board members, and community members as to how to address a wide range of potential crisis situations in the school district. This policy will provide guidance to each school building in drafting crisis management plans to coordinate protective actions prior to, during, and after any type of emergency or potential crisis situation in the school district. Pursuant to this policy, tailored crisis management plans will be developed for each school building in the school district and sections or procedures may be added or deleted in those crisis management plans based on building needs.

The school district will, to the extent possible, engage in ongoing emergency planning within the school district and with first responders and other relevant community organizations. The school district will ensure that relevant first responders in the community have access to the district's crisis management plan, heretofore referred to as the "Emergency Response Plan," and will provide training to school district staff to enable them to act appropriately in the event of a crisis.

II. GENERAL INFORMATION

A. The Policy and Plans

The school district's Crisis Management Policy and Emergency Response Plan has been created in consultation with local community response agencies and other appropriate individuals and groups likely to be involved in assisting with a school emergency. It is designed so that each building administrator can tailor a crisis management plan to meet that building's specific situation and needs.

The school district administration shall present the district's Emergency Response Plan to the School Board for review and approval. This district Emergency Response Plan and resultant building-specific crisis management plans will include general crisis procedures and crisis-specific procedures. Upon approval by the School Board, the Emergency Response Plan and the Crisis Management Policy~~y~~ will be maintained on an annual basis.

B. Elements of the District Crisis Management Plan

1. General Crisis Procedures. The district's Emergency Response Plan includes general crisis procedures for securing the building, classroom evacuation, building evacuation, campus evacuation, and sheltering. It designates the individual(s) who will determine when these actions will be taken. These district-wide procedures may be modified by building administrators when creating the building-specific crisis management plans. A communication system will be in place to enable the designated individual(s) to be contacted at all times in the event of a potential crisis, setting forth the method to contact the designated individual(s), the provision of designee(s) when the contact person is unavailable, and the method to convey contact information to the appropriate staff persons. A secondary method of communication should be included in the plan for use when the primary method of communication is inoperable. Finally, all crisis procedures will address specific procedures for children with special needs such as physical, sensory, motor, developmental, and mental health challenges.
 - a. Lockdown Procedures. Lockdown procedures will be used when there is a threat or hazard inside the school building. This could include a shooting, hostage incident, intruder, trespassing, disturbance, or at the discretion of the building administrator or designee. Lockdown uses classroom security to protect students and staff from a threat. Each building administrator will submit Lockdown procedures for their building as part of their building specific crisis management plan.
 - b. Secure Procedures. A Secure is used when there is a threat or hazard outside of the school building. This could include violence or criminal activity in the immediate neighborhood, police activity, or a dangerous animal near the building. Secure uses the security of the physical facility to act as protection. Each building administrator will submit Secure procedures for their building as part of their building specific crisis management plan.
 - c. Evacuation Procedures. Evacuation is used when there is a need to move students and staff from one location to another. Evacuations of classrooms and buildings shall be implemented at the discretion of the building administrator or designee. Each building's crisis management plan will include procedures for transporting students and staff a safe distance from harm to a designated safe area until released by the building administrator or designee. Safe areas may change based upon the specific emergency

situation. Building plans should include specific evacuation procedures for individuals with special needs, including those with limited mobility (wheelchairs, braces, crutches, etc.), visual impairments, hearing impairments, and other sensory, developmental, or mental health needs. The evacuation procedures should also address transporting necessary medications for students that take medications during the school day.

- d. **Sheltering Procedures.** Shelter is called when the need for personal protection is necessary. Sheltering provides refuge for students, staff, and visitors within the school building during an emergency. Shelters are safe areas that maximize the safety of inhabitants. Safe areas may change depending on the specific emergency. Each building administrator will submit sheltering procedures as part of their building specific crisis management plan.
 - e. **Hold Procedures.** Hold-in-place provides a response when there is a need to control/limit traffic in the hallways to allow staff or first responders to manage a situation within the school building. Situations such as a medical emergency, escalated student in crisis, or at the discretion of the building administrator or designee. Each building administrator will submit Hold-in-Place procedures as part of their building specific crisis management plan.
- 2. **Crisis-Specific Procedures.** The Emergency Response Plan includes crisis-specific procedures for potential crisis situations that may occur during the school day or at school-sponsored events and functions. These district-wide procedures are designed to enable building administrators to tailor response procedures when creating building-specific crisis management plans.
- 3. **School Emergency Response Teams**
 - a. **Composition.** The building administrator in each school building will select a Building Emergency Response Team (BERT) trained to respond in an emergency. Team members will have access to ongoing training to carry out the building's crisis management plans and will have knowledge of procedures, evacuation routes, and safe areas. For the purposes of student safety and accountability, to the extent possible, school emergency response team members will not have direct responsibility for the supervision of students. Team members must be willing to assist in any crisis situation as deemed necessary by the building administrator. Each building will maintain a current list of school emergency response team members and update it

annually. A copy of the list will be kept on file in the school district office.

- b. Leaders. The building administrator or designee serves as the leader (Incident Commander) of the crisis response team and the principal contact for emergency response officials. When they are present, emergency response agents may elect to take command and control of the situation. It is critical in this situation that school officials assume a resource role and are available to the emergency response personnel.

III. PREPARATION BEFORE AN EMERGENCY

C. Communication

1. District Employees. Teachers generally have the most direct contact with students on a day-to-day basis. As a result, they must be aware of their role in responding to crisis situations. This also applies to non-teaching school personnel who have direct contact with students. All staff shall be aware of the school district Crisis Management Policy and Emergency Response Plan as well as their own building's crisis management plan. Employees will have access to a copy of the relevant building-specific crisis management plans and shall receive periodic training on plan implementation.
2. Students and Parents. Students and parents shall be made aware of the school district's Crisis Management Policy and relevant tailored crisis management plans for each school building. Each school district's building-specific Crisis Management Plan shall set forth how students and parents are made aware of the district and school-specific plans. Students shall participate in a required number of drills and practice sessions throughout the school year.

D. Planning and Preparing for Fire

1. Designate a safe area at least 50 feet away from the building to enable students and staff to evacuate. The safe area should not interfere with emergency responders or responding vehicles and should not be in an area where evacuated persons are exposed to any products of combustion. (Depending on the wind direction, where the building on fire is located, the direction from which the emergency responders are arriving, and the location of fire-fighting equipment, the distance may need to be extended.)
2. Each building's facility diagram and site plan shall be available in appropriate areas of the building and shall identify the most

direct evacuation routes to the designated safe area both inside and outside of the building.

3. Teachers and staff will receive training on the location of the primary emergency evacuation routes and alternate routes from various points in the building. During fire drills, students and staff will practice evacuations using primary evacuation routes and alternate routes.
4. Certain employees, such as those who work in hazardous areas in the building, will receive training on the locations and proper use of fire extinguishers and protective clothing and equipment.
5. Fire drills will be conducted periodically without warning at various times of the day and under different circumstances, e.g., lunchtime, recess, and during assemblies. State law requires a minimum of five drills each school year, consistent with Minnesota Statutes, section 299F.30. See Minnesota Statutes, section 121A.035.
6. A record of fire drills conducted at the building will be maintained in the building administrator's office.
7. The school district will have prearranged sites for emergency sheltering and transportation as needed.
8. The school district will determine which staff will remain in the building to perform essential functions if safe to do so (e.g., switchboard, building engineer, etc.). The school district also will designate an administrator or ~~a his or her~~ designee to meet local fire or law enforcement agents upon their arrival.

E. Facility Diagrams and Site Plans

All school buildings will have a facility diagram and site plan that includes the location of primary and secondary evacuation routes, exits, designated safe areas inside and outside of the building, and the location of the fire alarm control panel, fire alarms, fire extinguishers, hoses, water spigots, and utility shut-offs. All facility diagrams and site plans will be regularly updated and whenever a major change is made to a building. Facility diagrams and site plans will be available in the office of the building administrator and in appropriate areas and will be kept on file in the school district office. Facility diagrams and site plans will be provided to first responders, such as fire and law enforcement personnel.

F. Emergency Telephone Numbers

Each building will maintain a current list of emergency telephone

numbers and the names and addresses of local, county, and state personnel who may be involved in a crisis situation. The list will include telephone numbers for local police, fire, ambulance, hospital, the Poison Control Center, county and state emergency management agencies, local public works departments, local utility companies, the public health nurse, mental health/suicide hotlines, and the county welfare agency. A copy of this list will be kept on file in the school district office and will be updated annually.

School district plans will set forth a process to internally communicate an emergency, using telephones in classrooms, intercom systems, or two-way radios, or any other prescribed means, as well as the procedure to enable staff to rapidly convey emergency information to a building designee. Each plan will identify a primary and secondary method of communication for both internal and external use. It is recommended that the plan include several methods of communication because computers, intercoms, telephones, and cell phones may not be operational or may be dangerous to use during an emergency.

G. Warning Systems

The school district shall maintain a warning system designed to inform students, staff, and visitors of a crisis or emergency. This system shall be maintained on a regular basis under the maintenance plan for all school district buildings.

It shall be the responsibility of the building administrator to inform students and employees of the warning system and the means by which the system is used to identify the specific crisis or emergency involved. The building administrator shall be responsible for informing students and employees of the warning system and the means by which the system is used to identify a specific crisis or emergency situation. Each school's building-specific crisis management plan will include the method and frequency of dissemination of the warning system information to students and employees.

H. Early School Closure Procedures

The superintendent will make decisions about closing a school or any school district building as early in the day as possible. The early school closure procedures will set forth criteria for early school closure (e.g., weather related, utility failure, or a crisis situation), and will specify how closure decisions will be communicated to staff, students, families, and the school community (designated broadcast media, local authorities, e-mail, parent notification systems, district or school websites), and will discuss the factors to be considered in closing or reopening a school or building.

Early school closure procedures also will include a reminder to parents

and guardians to listen to designated local radio and TV stations for school closing announcements, where possible.

I. Media Procedures

The superintendent has the authority and discretion to notify parents or guardians and the school community in the event of a crisis or early school closure. The superintendent will designate a spokesperson who will notify the media in the event of a crisis or early school closure. The spokesperson shall receive training to ensure that the district is in compliance with federal and state law relative to the release of private data when conveying information to the media.

J. Behavioral Health Crisis Intervention Procedures

Short-term behavioral health crisis intervention procedures will set forth the procedure for initiating behavioral health crisis intervention plans. The procedures will utilize available resources including the school psychologist, counselor, community behavioral health crisis intervention, or others in the community. Counseling procedures will be used whenever the superintendent or the building administrator determines it to be necessary, such as after an assault, a hostage situation, shooting, or suicide. The behavioral health crisis intervention procedures shall include the following steps.

1. Administrators will meet with relevant persons, including school psychologists and counselors, to determine the level of intervention needed for students and staff.
2. Designate specific rooms as private counseling areas.
3. Escort siblings and class friends of any victim as well as others in need of emotional support to the counseling areas.
4. Prohibit media from interviewing or questioning students or staff.
5. Provide follow-up services to students and staff who receive counseling.
6. Resume normal school routines as soon as possible.

IV. ACTIVE SHOOTER DRILL

A. Definitions

1. "Active shooter drill" means an emergency preparedness drill designed to teach students, teachers, school personnel, and staff how to respond in the event of an armed intruder on campus or an armed assailant in the immediate vicinity of the school. An active

shooter drill is not an active shooter simulation, nor may an active shooter drill include any sensorial components, activities, or elements which mimic a real-life shooting.

2. "Active shooter simulation" means an emergency exercise, including full-scale or functional exercises, designed to teach adult school personnel and staff how to respond in the event of an armed intruder on campus or an armed assailant in the immediate vicinity of the school which also incorporates sensorial components, activities, or elements mimicking a real life shooting. Activities or elements mimicking a real life shooting include, but are not limited to, simulation of tactical response by law enforcement. An active shooter simulation is not an active shooter drill.

3. "Evidence-based" means a program or practice that demonstrates any of the following:

a. a statistically significant effect on relevant outcomes based on any of the following:

i. strong evidence from one or more well-designed and well-implemented experimental studies;

ii. moderate evidence from one or more well designed and well implemented quasi-experimental studies;
or

iii. promising evidence from one or more well designed and well implemented correlational studies with statistical controls for selection bias; or

b. a rationale based on high-quality research findings or positive evaluations that the program or practice is likely to improve relevant outcomes, including the ongoing efforts to examine the effects of the program or practice.

4. "Full-scale exercise" means an operations-based exercise that is typically the most complex and resource-intensive of the exercise types and often involves multiple agencies, jurisdictions, organizations, and real-time movement of resources.

5. "Functional exercises" means an operations-based exercise designed to assess and evaluate capabilities and functions while in a realistic, real-time environment, however, movement of resources is usually simulated.

B. Criteria

An active shooter drill conducted according to Minnesota Statutes, section 121A.037, with students in early childhood through grade 12 must be:

1. accessible;
2. developmentally appropriate and age-appropriate, including using appropriate safety language and vocabulary;
3. culturally aware;
4. trauma-informed; and
5. inclusive of accommodations for students with mobility restrictions, sensory needs, developmental or physical disabilities, mental health needs, and auditory or visual limitations.

C. Student Mental Health and Wellness

Active shooter drill protocols must include a reasonable amount of time immediately following the drill for teachers to debrief with their students. The opportunity to debrief must be provided to students before regular classroom activity may resume. During the debrief period, students must be allowed to access any mental health services available on campus, including counselors, school psychologists, social workers, or cultural liaisons. An active shooter drill must not be combined or conducted consecutively with any other type of emergency preparedness drill. An active shooter drill must be accompanied by an announcement prior to commencing. The announcement must use concise and age-appropriate language and, at a minimum, inform students there is no immediate danger to life and safety.

D. Notice

1. The school district must provide notice of a pending active shooter drill to every student's parent or legal guardian before an active shooter drill is conducted. Whenever practicable, notice must be provided at least 24 hours in advance of a pending active shooter drill, and inform the parent or legal guardian of the right to opt their student out of participating.
2. If a student is opted out of participating in an active shooter drill, no negative consequence must impact the student's general school attendance record nor may nonparticipation alone make a student ineligible to participate in or attend school activities.
3. The Commissioner must ensure the availability of alternative safety education for students who are opted out of participating or otherwise exempted from an active shooter drill. Alternative

safety education must provide essential safety instruction through less sensorial safety training methods and must be appropriate for students with mobility restrictions, sensory needs, developmental or physical disabilities, mental health needs, and auditory or visual limitations.

E. Participation in Active Shooter Drills

Any student in early childhood through grade 12 must not be required to participate in an active shooter drill that does not meet the Criteria set forth above.

F. Active Shooter Simulations

A student must not be required to participate in an active shooter simulation. An active shooter simulation must not take place during regular school hours if a majority of students are present, or expected to be present, at the school. A parent or legal guardian of a student in grades 9 through 12 must have the opportunity to opt their student into participating in an active shooter simulation.

G. Violence Prevention

1. A school district or charter school conducting an active shooter drill must provide students in middle school and high school at least one hour, or one standard class period, of violence prevention training annually.
2. The violence prevention training must be evidence-based and may be delivered in-person, virtually, or digitally. Training must, at a minimum, teach students the following:
 - a. how to identify observable warning signs and signals of an individual who may be at risk of harming oneself or others;
 - b. the importance of taking threats seriously and seeking help; and
 - c. the steps to report dangerous, violent, threatening, harmful, or potentially harmful activity.
3. A school district or charter school must ensure that students have the opportunity to contribute to their school's safety and violence prevention planning, aligned with the recommendations for multihazard planning for schools, including but not limited to:
 - a. student opportunities for leadership related to prevention and safety;

b. encouragement and support to students in establishing clubs and programs focused on safety; and

c. providing students with the opportunity to seek help from adults and to learn about prevention connected to topics including bullying, sexual harassment, sexual assault, and suicide.

H. Board Meeting

At a regularly scheduled School Board meeting, a School Board of a district that has conducted an active shooter drill must consider the following:

1. the effect of active shooter drills on the safety of students and staff; and

2. the effect of active shooter drills on the mental health and wellness of students and staff.

IV. CRISIS AREAS COVERED BY THE DISTRICT EMERGENCY RESPONSE PLAN

The district Emergency Response Plan provides procedures including but not limited to:

- K. Abduction or Kidnapping
- L. Assault
- M. Bomb Threat
- N. Burglary/Vandalism
- O. Civil Disturbance/Demonstration
- P. Community Emergency/Warning
- Q. Dangerous Weapons
- R. Death of a Student/Staff Member
- S. Fire Emergency
- T. Hazardous Materials
- U. Hostage Situation
- V. Intruder

- W. Medical Emergency
- X. Shooting
- Y. Suicide of Student/Staff Member
- Z. Terrorist Threat
- AA. Utility Emergency
- BB. Vehicle/Bus Accident
- CC. Weather Emergency

Building-specific crisis management plans will include such procedures and any other appropriate procedures.

VI. MISCELLANEOUS PROCEDURES

DD. Chemical Accidents

Procedures for reporting chemical accidents shall be posted at key locations such as chemistry labs, art rooms, swimming pool areas, and janitorial closets.

EE. Visitors

The school district shall implement procedures that regulate visitors and mandate visitor sign-in in school buildings. See District Policy 903 (Visitors to School District Buildings and Sites).

The school district shall implement procedures to minimize outside entry into school buildings except at designated check-in points and **ensure** ~~assure~~ that all doors are locked during regular building hours.

C. Student Victims of Criminal Offenses at or on School Property

The school district shall allow student victims of criminal offenses on school property the opportunity to transfer to another school within the school district where available.

Legal References: Minn. Stat. Ch. 12 (Emergency Management)
Minn. Stat. Ch. 12A (Natural Disaster; State Assistance)
Minn. Stat. § 121A.035 (Crisis Management Policy)
Minn. Stat. § 121A.038 (Students Safe at School)
Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)
Minn. Stat. § 299F.30 (Fire Drill in School; Doors and Exits)
Minn. Stat. § 326B.02, Subd. 6 (Powers)

Minn. Stat. § 326B.106 (General Powers of Commissioner of Labor and Industry)
Minn. Stat. § 609.605, Subd. 4 (Trespasses)
Minn. Rules Part 7511 (Fire Code)
20 U.S.C. § 1681, *et seq.* (Title IX)
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)
20 U.S.C. § 7912 (Unsafe School Choice Option)
42 U.S.C. § 5121 *et seq.* (Disaster Relief and Emergency Assistance)

Cross References: WBLASB Policy 407 (Employee Right to Know - Exposure to Hazardous Substances)
WBLASB Policy 413 (Harassment and Violence)
WBLASB Policy 501 (School Weapons Policy)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 532 (Use of Peace Officers and Crisis Teams to Remove Students from School Grounds)
WBLASB Policy 903 (Visitors to School District Buildings and Sites)
Comprehensive School Safety Guide
[Minnesota School Safety Center - Resources \(mn.gov\)](https://dps.mn.gov/divisions/hsem/mn-school-safety-center/Documents/Comprehensive%20School%20Safety%20Guide.pdf)
<https://dps.mn.gov/divisions/hsem/mn-school-safety-center/Documents/Comprehensive%20School%20Safety%20Guide.pdf>